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ABSTRACT

Examining the economic status of Native women in Alaska, this report compares the economic well being of Native women to other women in the state and nation, looks at factors contributing to their economic status, and makes positive action recommendations. Based on 1970 and 1980 census data, chapter I analyzes the 50% increase of Alaska Native women in the labor force. Comparisons in the areas of employment rate, occupations, and incomes are made with other women in the work force and an overview of factors, such as education, age, number of dependents, and residence, which affect the opportunities to enter occupations is included. Chapter II presents the results of 92 interviews conducted among Native women in rural and urban Alaska who were asked what factors they felt helped and hindered them in the job market. Chapter III offers recommendations for increasing employment opportunities such as rural jobs programs, improved education and training opportunities, and anti-discrimination programs. Also discussed is the state's political climate and a proposed strategy for putting the recommendations into effect. Charts and tabular information are displayed throughout and appendices provide a copy of the survey questionnaire and tables giving information regarding the labor force, education, family income, employment, and distribution of occupations. (PM)

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REPORT ON THE ECONOMIC STATUS OF ALASKA NATIVE WOMEN

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ALASKA WOMEN'S COMMISSION
ANCHORAGE, ALASKA

September 1983

THE ECONOMIC STATUS OF ALASKA NATIVE WOMEN

September 1983

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SUMMARY OF FINDINGS,

CONCLUSIONS AND RECOMMENDATIONS

Purpose

The purpose of this study is to report on the economic status of Native women in Alaska in the 1980's and to compare the economic well being of Native women to other women in the state and nation. Factors that affect equal access to jobs and occupations are examined and recommendations are developed for eliminating barriers to employment opportunities for Native women.

Findings

- During the 1970's, when Native women in Alaska were entering the work force at a rapidly increasing rate, the number of Native men and women in the labor force age group increased by half, creating a very young labor force as well as an intense need for jobs, particularly in rural Alaska. Thirty-five percent of Native women in the labor force age group are under 25 years of age, as compared to only 24 percent of white women in the labor force age group.

- During the decade from 1970 to 1980, Alaska Native women moved into the work force at a much faster rate than did white women in Alaska. During this period, labor force participation of Native women increased by an amazing 50 percent. If Native women in Alaska continue to move

into the work force they will soon surpass the national participation rate of women, which in 1980 was 50 percent. By 1980, 45 percent of Alaska Native women were in the labor force, as compared to 63 percent of white women in Alaska.

- Native women are, however, in lower paying occupations than are white women in Alaska. Only 17 percent of Native women who worked held managerial, professional, and technical jobs in 1980, while 32 percent of white working women in Alaska held such jobs. The majority of Native women (67 percent) who held jobs in 1980 were employed in service and administrative support occupations, compared to only 49 percent of white and 46 percent of black working women in Alaska.

- The significant change in occupations of Native women that occurred between 1970 and 1980 was a shift out of service jobs and into the generally higher paying administrative support jobs. Although 31 percent of Native working women still held service jobs in 1980, in 1970 that proportion had been greater than 40 percent.

- Native families in regional centers such as Bethel, Nome, Kotzebue, Barrow, and Dillingham had considerably higher incomes than did those in cities or rural

villages. Average Native family income in 1980 was 21 percent higher in regional centers than in urban places and 42 percent higher than in rural Alaska.

- Average annual income of Native families in Alaska in 1980 was 56 percent lower than that of white families in the state. However, this disparity between Native and white family incomes narrowed significantly between 1970 and 1980. In 1970, the median white family income was 2.28 times larger than the median Native family income; by 1980, the median white family income was only 1.75 times larger than the median Native family income.

- It appears that education has a significant impact on the desire and ability of Native people to enter the labor force. Of all Native college graduates in Alaska in 1980, 76 percent were in the labor force, compared to 70 percent of those with 1 to 3 years of college work. In comparison, only 64 percent of Native high school graduates and 38 percent of those with 8 years or less of schooling were in the labor force that year.

- Rising labor force participation rates of Native women paralleled the tremendous gains made by Native people in Alaska in education during the 1970's. The proportion of Native persons over age 25 with high school degrees

doubled in the decade between 1970 and 1980, rising from 22 to 46 percent.

- Although educational levels among adult Natives have risen dramatically since 1970, on average, they remain considerably below those of white adults. In 1980, 49 percent of white adults in Alaska had had some college work, compared to only 14 percent of Native adults.

- The Native population in Alaska is much closer to national educational norms than is the white population. The white adult population in Alaska is extremely well educated compared to the national average. Sixty-seven percent of adults in the United States have high school educations, while 46 percent of Native adults and 89 percent of white adults in Alaska have at least that much education.

- A substantial proportion of young Native women in the labor force have had some college education, while very few older Native women ever attended college. In 1980, 32 percent of employed Native women 25 to 29 years old had at least 1 year of college.

- The proportion of women raising families without husbands is twice as high among Natives as it is among

whites in Alaska, and Native women on average have more children for whom to care. These factors make the economic role of Native women both more important and more difficult.

- The majority of Native women in Alaska lived in rural parts of the state; over half (52 percent) lived in places with populations of less than a thousand persons in 1980, while 19 percent lived in regional centers and 29 percent lived in the urban cities of Anchorage, Fairbanks, Juneau, and Ketchikan.

- Even though most Native women still live in non-urban areas, they are migrating out of rural Alaska in greater numbers than are Native men. Native women outnumbered Native men in urban cities by 45 percent in 1980.

- Employment rates for Native women are considerably lower in rural Alaska than in either urban Alaska or in regional centers. Also, over two-thirds of the jobs held by women in rural Alaska are only part-time or seasonal.

- Only 400 Native women held state and local government jobs in rural Alaska in 1980, out of a total of almost

13,000 state and local government employees in rural areas of the state. Almost half (43 percent) of the job growth in rural Alaska during the decade of the 1970's was in the government sector.

- Native women interviewed for this study said they worked primarily to earn money to help support their households, but other benefits of working included social interaction at the work place and the satisfaction of learning new skills and taking on greater responsibilities.

- Approximately 70 percent of the 92 Native women we interviewed said they would like to work full-time on a year-around basis, if jobs were available, and half said tney would be willing to commute to another community to work.

- Primary factors related to job success, as stated by the Native women interviewed, were the following: getting along with people, liking the job and being organized, being reliable, and having skills and experience. However, social interaction and getting along with people were considered to be the most important factors.

- Most women we interviewed said they would like to have jobs that included learning and challenge, and that

involved working with people. In particular, they mentioned administrative support jobs as being desirable.

- The primary barriers to employment, as seen by the women we interviewed, were lack of training, experience and education; lack of jobs in their communities; and racial and sexual discrimination.

- Suggestions by the respondents for improving their job opportunities were on-the-job skill building and assertiveness training, more jobs in their communities, greater availability of child care, and employer training to increase cross-cultural awareness at the work place.

- Most of the women interviewed looked for jobs through friends and family connections, in newspaper advertisements, and in community notices. Very few said they had used the state employment services or the Native corporations.

Conclusions

- Native women in Alaska want to enter the cash economy. This is evidenced by the rapid entry of Native women

into the work force during the last decade and by the migration of women into the urban cities. That the majority of Native women interviewed for this study said they wished to work full-time and would even be willing to commute to other communities for work is also evidence of this desire.

- Alaskan Native women need to obtain jobs. The average Native family income was 56 percent below that of the average white family in 1980, and in addition, almost a quarter of Native women with children were raising those children without the support of husbands. Almost all Native women we interviewed said they worked primarily to support their households.

- Native women in rural Alaska have different employment problems than do women in the regional centers and in urban cities. The primary problem for rural women is the lack of jobs. Job opportunities are limited in rural Alaska, and a large share of the existing jobs are government jobs which often require professional certification. Most women who work in rural Alaska hold only part-time or seasonal jobs that generate low annual incomes. Of the Native women we surveyed in rural Alaska, a majority spoke about the need for more jobs in their areas.

- Native women need and want more job training, work experience, and education. Native women of working age in Alaska have less education than do white women and are also, as a group, younger and therefore have less job experience. This is a problem since Native women compete with white women in the state for jobs. Primary barriers to employment as seen by the Native women we interviewed were lack of training, experience, and education. Their suggestions for improving job opportunities included assertiveness and on-the-job skill training.

- Racial and sexual discrimination in the work place must be eliminated. Discrimination in hiring and promotion practices were cited as barriers to employment by the Native women interviewed for this study. The lack of self-confidence expressed by a large proportion of the women we interviewed may well reflect employers' lack of appreciation and understanding of both female and Native character and personality.

Recommendations

Issue: There is a lack of job opportunities for Native women in rural Alaska.

- Native women should be helped to obtain a larger share of the existing jobs in rural Alaska. This help could

consist of recognizing personal experience in lieu of some educational requirements for state and local government jobs, including accepting teacher-aide training toward teacher certification. Also, expanding state "local hire" requirements on state-funded projects in rural Alaska could help rural women get more jobs.

- Jobs might be created in rural Alaska if the state government increased local administration of its programs, and by Native corporations promoting cottage industries.

- Native women in rural Alaska who want to look for jobs in regional and urban centers should be given information and assistance in the villages on what to expect and how to find housing, employment, child care, and transportation in the larger communities.

Issue: Native women need and want job training, work experience, and education.

- Schools, universities, and state and local government agencies should sponsor on-the-job workshops to provide training in assertiveness, communication skills, and English as a second language.

- Native women should be helped to obtain high school degrees through an expanded G.E.D. program.

- The University of Alaska should continue to promote its rural-based education delivery system.

- Community colleges and the University of Alaska should place emphasis on recruiting Native women for careers in education and business administration because jobs are available in these fields in rural Alaska.

Issue: Native women experience discrimination in looking for jobs and in getting promotions.

- The State of Alaska should develop an active program to hire Native women.

- The state Human Rights Commission should conduct training programs to teach employers and employees what the laws are governing acts of discrimination, and what remedies are available to those who have been discriminated against.

- State-funded agencies should be required to sponsor cross-cultural training programs with particular emphasis on improving communication between Native and non-native workers.

INTRODUCTION

Women in Alaska, and Native women in particular, face enormous obstacles in attaining equal access to jobs and occupations as well as equal pay for equal work. Even after they get jobs, women still face the difficulties of finding someone to care for their children and of being responsible for two jobs—one at home and one at work. These problems are particularly acute for women who are raising children alone.

Native women have additional problems in getting and keeping jobs. They often lack the skills and education to compete for professional or technical jobs in Alaska, which has one of the most educated populations in the United States. Most Native women live in small villages in rural Alaska, where there are few jobs, and many of those are only seasonal or part-time. The best full-time jobs in rural Alaska are often with federal, state, or local governments, and require college degrees.

Native people, and especially Native women, did make tremendous strides during the 1970's: labor force participation among Native women in Alaska increased by 50 percent; the proportion of adults with high school degrees doubled; and by 1980 more than 14 percent of Native adults had had some college work. Nevertheless, employment rates, education levels and family incomes are still significantly lower among Native women than among majority women in Alaska.

This report looks at the economic status of Native women in Alaska in the 1980's. It is divided into three main parts. Chapter I examines how well Alaska's Native women are doing relative to other women, as measured by employment rates, occupations, and incomes. We also include an overview of factors that strongly affect Native women's opportunities

CHAPTER I

EMPLOYMENT PATTERNS AMONG NATIVE WOMEN

to get jobs and enter various occupations—factors such as level of education, age, number of dependents, and place of residence. The 1970 and 1980 U.S. censuses provide the basic data for this chapter.

Chapter II presents the results of 92 interviews we conducted among Native women in urban and rural Alaska. We asked Native women what factors they felt helped them move into the job market, and which hindered them from finding or keeping jobs.

The final chapter offers our recommendations for increasing employment opportunities—and therefore the economic status—of Native women. We include in this chapter a discussion of the political climate in the state, and a proposed strategy for putting our recommendations into effect.

Section 1

Methods

The analysis in this chapter is based on data from the 1970 and 1980 U.S. census tapes for Alaska. We used data for the state as a whole to analyze changes over the decade, and data for census divisions and places with populations of over 1,000 for the 1980 analysis. We define as urban areas the Anchorage, Juneau, Fairbanks, and Ketchikan census divisions; regional centers are defined as all places with populations of over 1,000 excluding the urban census divisions. The remainder of the state is defined as rural Alaska.

The 1980 census provides information on the number of persons over the age of 16 who were employed, unemployed, and in the armed forces at the time of the census. We aggregated this data and divided by the number of persons ages 15 to 64 to get our estimate of labor force participation rates. We derived the number of persons aged 15 to 64 from sample data, and corresponded this data with labor force and employment sample data. Sample data on persons 16 to 65 years of age is not available; therefore, we substituted the age group 15 to 64 for which sample data is available.

There are considerable differences between the 1980 sample data and the 100 percent data for Alaska, and therefore, we could not use labor force data, which is sample data, in combination with 100 percent data on age distribution.

Persons counted as being "in the labor force" had to be either employed or looking for work at the time the census survey was completed,

which varied from March through August in different parts of Alaska. Persons were counted as employed if they had worked at any time during the week before the survey, and were counted as part of the labor force but unemployed if they had looked for any kind of work during the four weeks prior to the survey. People were counted as having been unemployed during the previous year, if they reported any period of time during the past year when they had been unemployed and seeking work. Those who had no jobs, and had not looked for work during the required period, were considered as out of the labor force. In Alaska—particularly rural Alaska—this definition of those outside the labor force probably excluded a number of people who would in fact want jobs, but who were not actively looking for work because they knew no jobs were available in their communities.

In this chapter the percentage of women unemployed is the number of women seeking work as a proportion of all women in the potential labor force age group, 15 to 64. The employment rate is calculated in the same manner and the unemployed, plus the employed, equal the labor force. The number of women in the labor force as a proportion of all women 15 to 64 equals the labor force participation rate.

We used the U.S. Department of Labor's definition of labor force. However, in dealing with unemployment we have used the proportion of all women in the labor force age group—15 to 64 years of age—who are seeking employment. The Department of Labor uses an unemployment rate which measures the ratio of people looking for work to the sum of people employed and looking for work. The unemployment rate varies according to the proportion of people employed; for instance, the smaller the

proportion of people employed the larger the unemployment rate will be for a given proportion of the population unemployed. The unemployment rate is particularly appropriate in measuring changes in the economy, however, it is less appropriate in measuring labor force characteristics among groups whose labor force participation rates vary. Be aware that the percentage of women unemployed as reported in this study will be lower than published unemployment rates as determined by the Department of Labor.

Section 2

Labor Market Status of Alaska Native Women

Change in Labor Force Participation During 1970's

Between 1970 and 1980, the proportion of Alaska Native women who were either employed or seeking work rose by 50 percent. In 1970, approximately 30 percent of Native women ages 16 to 64 were in the labor force, with 26 percent of those holding jobs and another 4 percent unemployed but looking for work. By 1980, 38 percent of Native women were employed and an additional 7 percent were seeking work, for a total labor force participation rate of 45 percent.

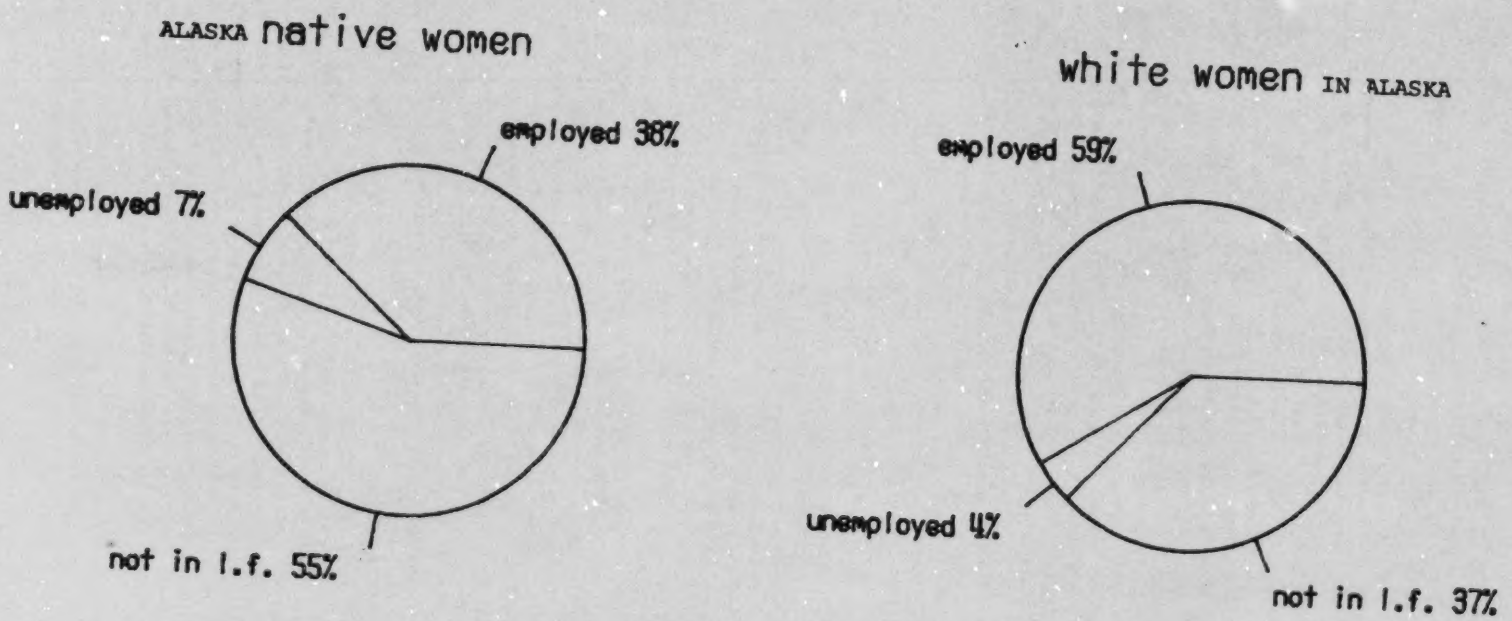
In contrast, the total female labor force participation rate for the United States in 1970 was 43 percent, and by 1980 it had risen to 50 percent. (The participation rate for women in just rural America would be lower than the national rate, and would offer better comparison with rates among Alaska Native women, since over 70 percent of Native women live in rural Alaska. However, figures on working women in rural areas nationwide are not available.)

So, while the proportion of Native women in the labor force in Alaska was somewhat lower than the proportion of women in the labor force nationally in 1980, Native women moved into the work force at a much faster rate than did other women in the 1970's. Nationally, women's participation rates rose by 16 percent during the 1970's, as compared with the 50 percent increase among Native women. If these trends continue, Native women in Alaska may soon surpass the participation rates of women nationally.

Chart 1

LABOR FORCE PARTICIPATION OF NATIVE WOMEN

COMPARED WITH OTHER WOMEN IN ALASKA AND THE UNITED STATES - 1980



Not in l.f. - Not in Labor Force.

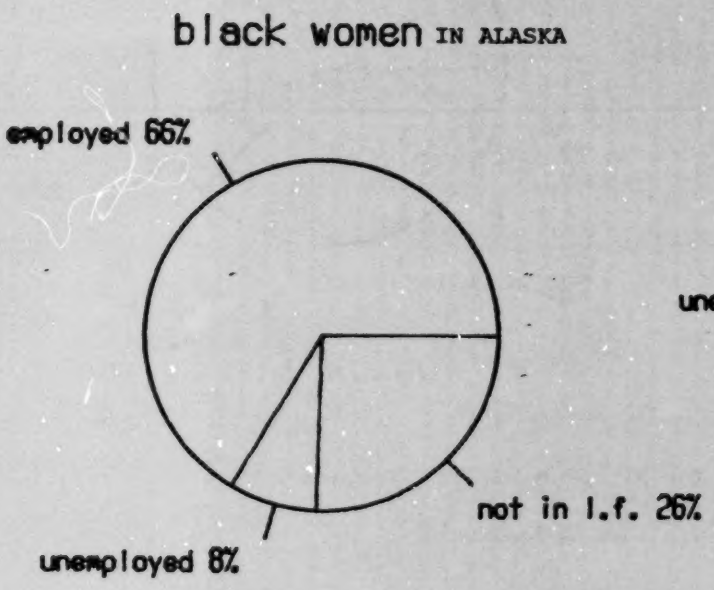
Source: C. K. Thomas, Associates

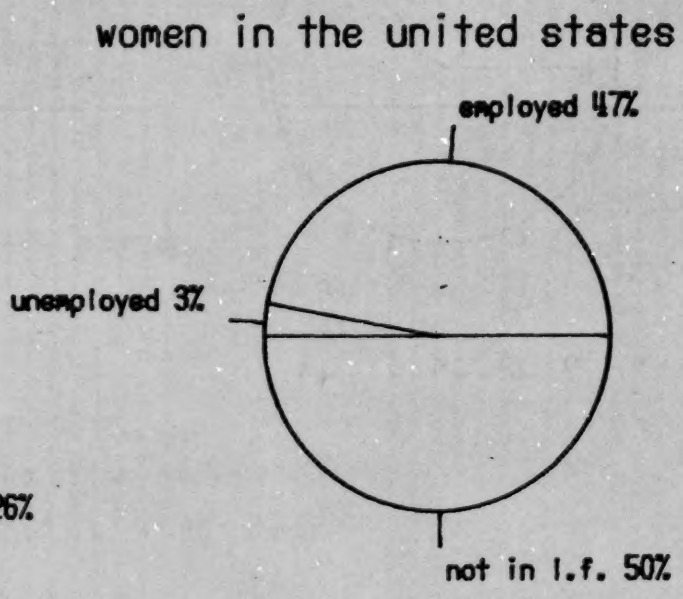
17-a

Continuation of Chart 1

LABOR FORCE PARTICIPATION OF NATIVE WOMEN

COMPARED WITH OTHER WOMEN IN ALASKA AND THE UNITED STATES - 1980



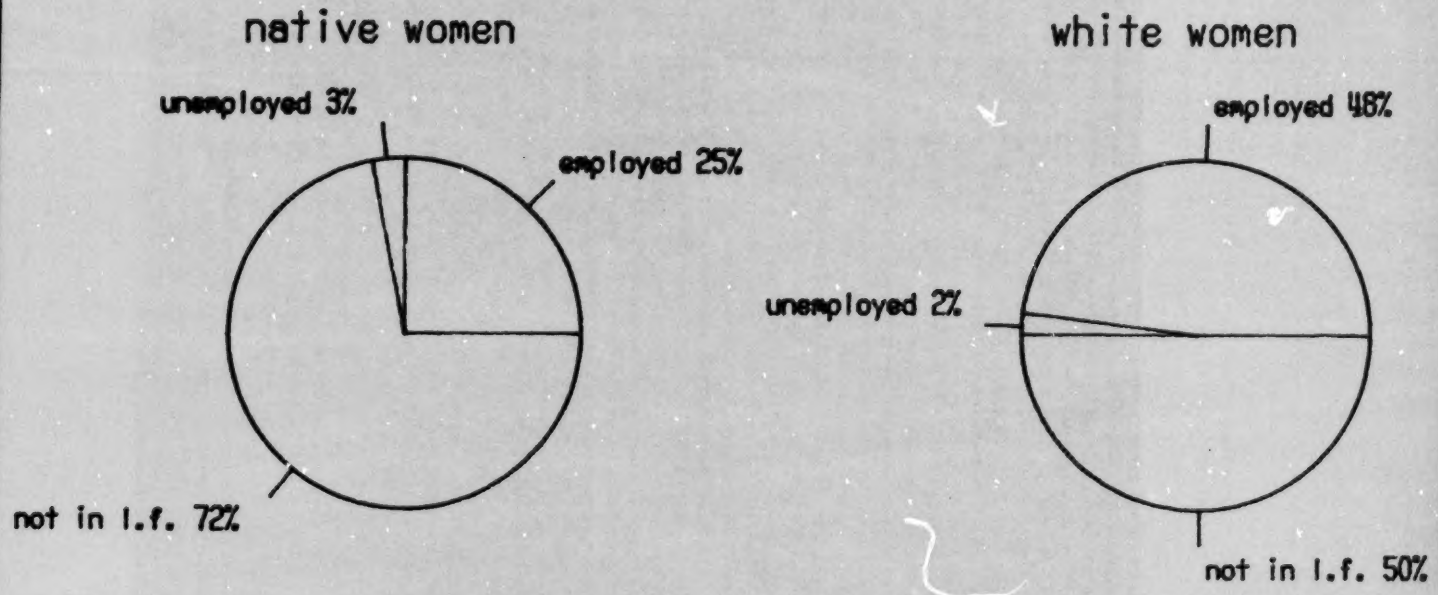


Not in l.f. - Not in Labor Force.

Source: C. K. Thomas, Associates

Chart 2

LABOR FORCE PARTICIPATION OF NATIVE AND WHITE WOMEN IN 1970 IN ALASKA



Not in l.f. - Not in Labor Force.

Source: C. K. Thomas, Associates
U.S. Census 1970
U.S. Census 1970 - Special Report

Native women also entered the job market at a faster rate than did other groups of Alaska women during the 1970's; however, Native women still have significantly lower participation rates than white or black women in Alaska. The proportion of white women in the job market increased by 29 percent during the 1970's—from 49 percent in 1970 to 63 percent by 1980. Black women in the state in 1980 had the highest participation rate of all groups, 74 percent, which was almost 50 percent higher than the national participation rate for women (Table 1).

Labor Force Participation of Native Women by Ethnic Group[1]

Tlingit-Haida women in southeast Alaska had the highest employment rates of the four Native groups studied, and the largest proportion of women without jobs but looking for work; 49 percent were employed and another 6 percent were looking for work at the time of the census survey. However, 24 percent said they had experienced at least one period during the previous year when they had been unemployed and seeking work. Athapaskan women of the Southeast Fairbanks and Yukon-Koyukuk census divisions had the next highest employment rate at 36 percent, with 24 percent stating they had been unemployed some time during the previous year. Eskimo and Aleut women had employment rates of 35 and 31 percent,

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[1]U.S. Bureau of the Census data on Eskimo, Aleut, and Indian women is limited to the number of persons by age by place. All the rest of the census data is available under the classification "Native." For this study, we selected census divisions in which over 85 percent of Native persons in the division were of one ethnic group. We then aggregated the data on Native persons in these census divisions to form a profile of the four largest Native groups in the state. Data on Indians was divided between the two major Indian groups, the Athapaskans and the Tlingit-Haida. The census divisions which met the selection criteria are listed in Table 1.

and approximately 15 percent of these women had had periods of unemployment during the previous year. (Table 1).

Relationship of Labor Force Participation and Economic Status

Just the fact that women have jobs does not necessarily mean they have economic security: witness the very high employment rates and low incomes among divorced women and women raising children alone. Nonetheless, it is true that women are better off if they live in places where there are jobs, and if they have the necessary skills to find jobs; they can at least create independent sources of income for themselves.

Women who have high school degrees are more economically secure than women without high school degrees, because high school graduates have a better chance of getting jobs. Women with college degrees are even better off, with more chances of finding jobs with upward mobility and better pay. Women who live in urban areas and regional centers have more economic security because there are more jobs available in these places than in rural areas.

In addition to obtaining economic security by working, women also like the personal fulfillment and status that come with good jobs. In looking at the economic status of women in Alaska, we consider not only how many women hold jobs, but the higher economic status associated with certain occupations.[2] Women have been traditionally clustered in a relatively small number of occupations which are poorly paid relative to

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[2]The first major issue is access to the job market as measured by employment rates; the second is access to different kinds of jobs as measured by the occupational distribution; and, the third is equal pay for equal work. This study does not address the last issue of equal pay for equal work.

Table 1

LABOR FORCE CHARACTERISTICS OF NATIVE AND WHITE WOMEN IN ALASKA - 1980

	Persons Aged 15-64	Persons In Labor Force	Percentage In Labor Force	Persons Employed	Employed As Percentage of Persons 15-64	Unemployed	Unemployed As Percentage Of Persons 15-64	With Unemployment During Previous 12 Months	With Unemployment During Previous 12 Months As Percentage of Persons 15-64
Urban Native Women	5,805	2,905	(50%)	2,430	(43%)	475	(7%)	1,395	(22%)
Non-Urban Native Women	14,058	5,905	(45%)	5,061	(38%)	844	(7%)	2,513	(20%)
Eskimo Ethnic Region[1] Native Women	7,300	2,881	(41%)	2,524	(36%)	357	(5%)	1,185	(17%)
Aleut Ethnic Region[2] Native Women	1,219	432	(38%)	381	(32%)	51	(6%)	174	(21%)
Tlingit-Haida[3] Ethnic Region Native Women	3,102	1,698	(53%)	1,522	(47%)	176	(6%)	743	(24%)
Athapaskan Ethnic Region[4] Native Women	1,427	607	(43%)	517	(34%)	90	(9%)	311	(22%)
Urban White Women	75,073	49,129	(66%)	46,212	(62%)	2,917	(4%)	11,814	(16%)
Non-Urban White Women	27,714	15,895	(65%)	14,412	(61%)	1,483	(4%)	4,157	(16%)

[1]Census Divisions: Bethel, Kobuk, Nome, North Slope, Wade Hampton.
[2]Census Divisions: Aleutian Islands, Bristol Bay, Kodiak Island.
[3]Census Divisions: Haines, Juneau, Ketchikan, Prince of Wales, Sitka, Skagway-Yakutat, Wrangell-Petersburg.
[4]Census Divisions: Southeast Fairbanks, Yukon-Koyukuk.

Source: C. K. Thomas, Associates

occupations generally considered "male". Jobs held by women have traditionally been in the service and administrative support industries. Men traditionally have held the majority of professional and managerial jobs as well as the blue-collar, unionized jobs. The types of jobs held by women in Alaska are beginning to change, as we will see in the following pages; however, for Native women there is much still to be done.

Section 3

Occupations of Native Women 1970 and 1980

The significant change in occupations of Native women between 1970 and 1980 was the shift of some women out of service jobs and into the generally higher paying administrative support jobs. The proportion of Native women in service jobs—i.e., food and cleaning services and welfare and child care workers—decreased from 40 percent in 1970 to 31 percent in 1980. In 1980, 17 percent of Native women in the labor force in Alaska held professional, managerial, or technical jobs, as compared with 13 percent in 1970. About 43 percent in 1980 were in white-collar administrative support and sales jobs (Table 2), as compared with 31 percent a decade earlier. The proportion of Native women in blue-collar jobs such as machine operators, crafts and repair, and laborers, forestry, and fishing remained constant at 13 percent during that period.

Twice the proportion of white women (32 percent) as Native women were in professional, managerial and technical jobs in Alaska in 1980. The proportion of Native women in administrative support and clerical jobs in 1980 was slightly greater than for white women—36 percent compared to 34 percent. A smaller proportion of white women than Native women were in the service occupations—15 percent compared to 31 percent, and only 5 percent of white women compared to 13 percent of Native women had jobs as machine operators, crafts or repair, and laborers, or in forestry or fishing. (See Table 2.)

TABLE 2

DISTRIBUTION OF OCCUPATIONS OF ALASKAN WOMEN

IN LABOR FORCE - 1980[1]

	Native	%	White	%	Black	%
Executive, Managerial	624	8%	7,626	12%	208	8%
Professional[2]	485	6%	10,704	17%	323	12%
Technical	193	3%	1,648	3%	50	2%
Sales	523	7%	6,862	11%	150	6%
Administrative Support	2,695	36%	21,619	34%	762	24%
Service	2,381	31%	10,026	15%	586	22%
Forestry and Fishing	123	1%	488		15	
Precision Products and Crafts	199	3%	937	1%	38	2%
Machine Operators	237	2%	1,061	1%	14	
Transportation and Material Moving	147	2%	705	1%	9	
Handlers, Helpers and Laborers	272	3%	922	1%	28	1%
Military	39		1,834	3%	423	16%
Totals:	7,918		64,432		2,606	

[1]This data is on women who had work experience during the five years previous to the 1980 census.

[2]The United States 1980 Census reports 700 Native women teachers; we feel this is an error and we have substituted data from the 1980 United States Equal Opportunity Commission Report which reports 280 Native women teachers.

Source: C. K. Thomas, Associates

Black women in Alaska have a very different occupational distribution than either Native or white women due to the high proportion of black women in the armed services. Sixteen percent of black women are in the military in Alaska, compared to 3 percent of white women and less than 1 percent of Native women. Twenty-two percent of black women are in professional, managerial and technical jobs, 30 percent in administrative support and sales, and 22 percent in service jobs.

Native women in general are in lower paying occupations than are white women. Professional and managerial jobs are, on average, the highest paid, with administrative and sales jobs next and service jobs last. Jobs as machine operators and in the crafts, forestry, and fishing often pay well per hour, but are seasonal. Median earnings of female professionals and managers were 40 percent higher than earnings for female administrative support and sales workers, and 56 percent higher than for women employed in service jobs in Alaska in 1970.

Native women, because the majority (more than 70 percent) live in rural areas, have particular difficulties because of the industry mix in rural Alaska. Over a third (36 percent) of the industry in rural Alaska is in forestry, fishing, construction, manufacturing, and transportation compared to a quarter (24 percent) of the industry in urban Alaska. These industries employ fewer women than the more urban industries of trade and business services which provide 40 percent of the jobs in urban Alaska and only 26 percent in rural Alaska. This makes it critical that Native women gain access to jobs traditionally reserved for men.

Section 4

Family Income of Native Households

The average annual income of Native families in Alaska in 1980 was approximately $22,000, compared to the average income of white families of some $34,300. Average income of Native families was 56 percent lower than that of white families in the state; however, there was a wide range of incomes among Native families in the state. Native families in the regional centers had incomes 43 percent higher than Native families in the rural areas, and 22 percent higher than Native families in the urban areas of the state. (See Table 3.)

Native families in the Aleutian Islands and on Kodiak Island, who are primarily Aleut, had an average income of almost $34,000 in 1980. Native families in Southeast Alaska—primarily Tlingit-Haidas—had an average income of $25,000 in 1980, considerably higher than the Eskimo family in Bethel, Kobuk, Nome, North Slope and Wade Hampton, with an average income of $18,000 that year. The lowest average 1980 income, approximately $13,000, was found in the Athapascan region of Southeast Fairbanks and the Yukon-Koyukuk.

Income disparities among Native families are much larger in rural Alaska than in urban places or regional centers. For example, the proportions of Native families with annual incomes in 1980 under $10,000; from $10 to $20,000; from $20 to $35,000 and over $35,000 were the following: in urban places the proportions were 29 percent, 24 percent, 25 percent, and 22 percent; in regional centers the proportions were 20 percent, 23 percent, 29 percent and 26 percent; and in the rural areas

TABLE 3

1980 REAL NATIVE FAMILY INCOME

(1982 = 100)*

URBAN, RURAL AND REGIONAL CENTER IN ALASKA

Dollar Figures Revised Upward to Reflect
1982 Incomes and Purchasing Power

URBAN	
Average Annual Income	$28,000
Average Monthly Income	2,333
REGIONAL CENTERS	
Average Annual Income	$34,000
Average Monthly Income	2,833
RURAL	
Average Annual Income	$24,000
Average Monthly Income	2,000

*Adjusted to Anchorage CPI.

Source: C. K. Thomas, Associates

the variance widened to 39 percent, 26 percent, 21 percent, and 15 percent. The proportion of very low-income families—those with incomes under $10,000—in the rural areas was double that in the regional centers. The urban centers also had a larger proportion of very low-income Native families than the regional centers. (See Appendix C.)

Not only were incomes for Native families on average 56 percent lower than for white families in 1980, but Native households were larger—4.25 persons per Native household, compared with 2.85 for white households. Therefore, the cash income per person in Native households was considerably lower than even the 56 percent differential for family income suggests.

The disparity between Native and white family incomes significantly narrowed between 1970 and 1980. In 1970 the median white family income of $13,293 was 2.28 times larger than the median Native family income of $5,810. In 1980 the median white family income of slightly less than $35,000 was 1.75 times more than the median Native family income of slightly less than $20,000. (The 1980 median income of white and Native families is not available. However, 58 percent of white families had incomes under $35,000 and 59 percent of Natives had incomes under $20,000. Therefore, the median income for each group was less than the stated $35,000 and $20,000; however, the calculated ratio of the medians should be quite close to the true ratio.)

Table 4

NATIVE AND WHITE FAMILY INCOME IN ALASKA

1979 Incomes in 1982 Purchasing Power Dollars*

	Number of Families Under $12,100	Percent	Number of Families from $12,100–$24,200	Percent	Number of Families from $24,200–$42,350	Percent	Number of Families Over $42,350	Percent
State								
Native	4,057	(34%)	3,017	(25%)	2,736	(23%)	2,166	(18%)
White	9,062	(11%)	14,356	(18%)	22,262	(28%)	33,620	(42%)
Urban								
Native	865	(29%)	705	(24%)	740	(25%)	637	(22%)
White	5,902	(10%)	9,974	(18%)	15,923	(28%)	25,162	(44%)
Non-Urban								
Native	3,192	(35%)	2,312	(26%)	1,996	(22%)	1,529	(17%)
White	3,160	(14%)	4,382	(20%)	6,339	(28%)	8,458	(38%)
Ethnic Regions								
Native								
Eskimo[1]	1,735	(38%)	1,306	(28%)	967	(21%)	596	(13%)
Aleut[2]	219	(27%)	157	(19%)	207	(26%)	227	(28%)
Tlingit-Haida[3]	367	(20%)	522	(28%)	529	(28%)	463	(25%)
Athapaskan[4]	532	(55%)	247	(25%)	144	(15%)	49	(5%)
White								
Eskimo	83	(7%)	159	(14%)	335	(29%)	576	(50%)
Aleut	274	(10%)	657	(25%)	719	(27%)	982	(37%)
Tlingit-Haida	861	(8%)	1,589	(14%)	3,483	(32%)	5,121	(46%)
Athapaskan	451	(24%)	470	(25%)	484	(25%)	500	(26%)

[1]Bethel, Kobuk, Nome, North Slope, Wade Hampton.
[2]Aleutian Islands, Bristol Bay, Kodiak Island.
[3]Haines, Juneau, Ketchikan, Prince of Wales, Sitka, Skagway-Yakutat, Wrangell-Petersburg.
[4]Southeast Fairbanks, Yukon-Koyukuk.
*Adjusted by Anchorage CPI.

Source: C. K. Thomas, Associates.

Section 5

Factors Affecting Participation of Native Women in the Work Force

Education of Native Persons Over Age 25

Information from the 1980 census is not available for women exclusively, so we compared education for all Native and white persons. We are assuming education levels for adult Native men and women to be similar, and therefore, the following data to be representative of the educational levels of Native women. (The 1970 census data showed almost identical levels of education for both Native men and women, and we are assuming the relative educational status of Native men and women has not changed.)

Education has a significant impact on the desire and ability of Native people to enter the labor force. Of all Native college graduates in Alaska, 76 percent were in the labor force in 1980, while 70 percent of those with one to three years of college work were in the labor force. Only 64 percent of high school graduates were in the labor force that year, and this proportion declined to 38 percent among those with eight years or less of schooling. A similar correlation between education and labor force participation exists for white persons in Alaska; among the state's 16-to-19-year-olds, who were not otherwise in school or the military, employment rates in 1980 were double among those with high school degrees than among those who had not graduated.

The 1970's witnessed a sharp increase in the educational attainment of Native persons in Alaska; the proportion of persons over age 25 with

high school degrees doubled, going from 22 to 46 percent, and the proportion of persons with just elementary school educations or less fell from 66 to 41 percent.

Native people in the state have significantly less education than whites, but whites in Alaska have much more education than the national average. Natives in Alaska are much closer to national educational norms than is the white population of the state.

In 1980, 14 percent of Native persons had attended college, and 4 percent had four years or more of college. This compares with 49 percent of white persons with some college, of which 25 percent had four or more years. Nationally, in 1980, 32 percent of persons over 25 had attended college and 16 percent had four or more years. Approximately 54 percent of Native people and 11 percent of whites in Alaska over the age of 25 had less than high school educations in 1980, compared with 33 percent nationally.

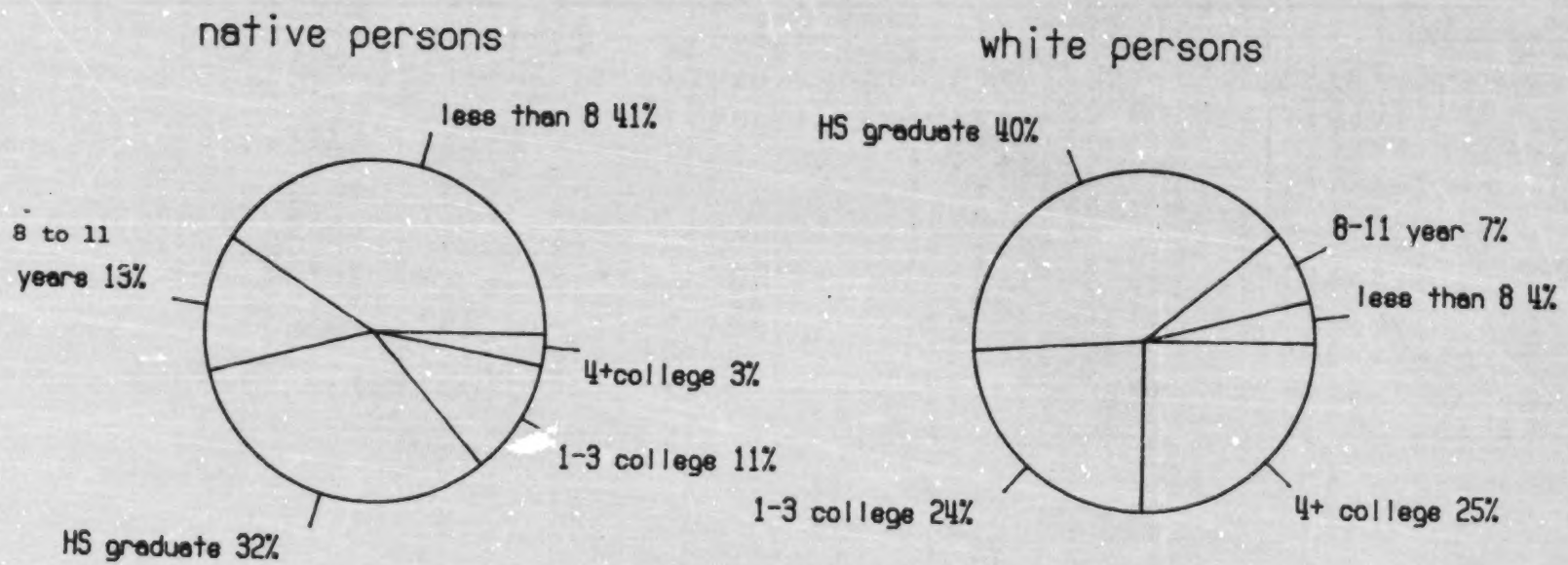
Education of Native Women in the Labor Force

Young Native women in the labor force in 1980 had more education than older women, with the most highly educated in the age group from 25 to 29. Thirty-two percent of Native women ages 25 to 29 had attended college, with 8 percent having four years or more; only 18 percent of women in this age group had less than high school degrees. Among younger Native women, ages 20 to 24, 18 percent in 1980 had some college, compared to the 32 percent among slightly older women. Some 58 percent of white women ages 25 to 29 in the labor force in 1980 had some college, with 28 percent having attended four years or more. Thirty-five percent of the younger white women ages 20 to 24 had some college.

Chart 3

EDUCATION OF PERSONS 25 YEARS AND OVER - 1980

IN ALASKA



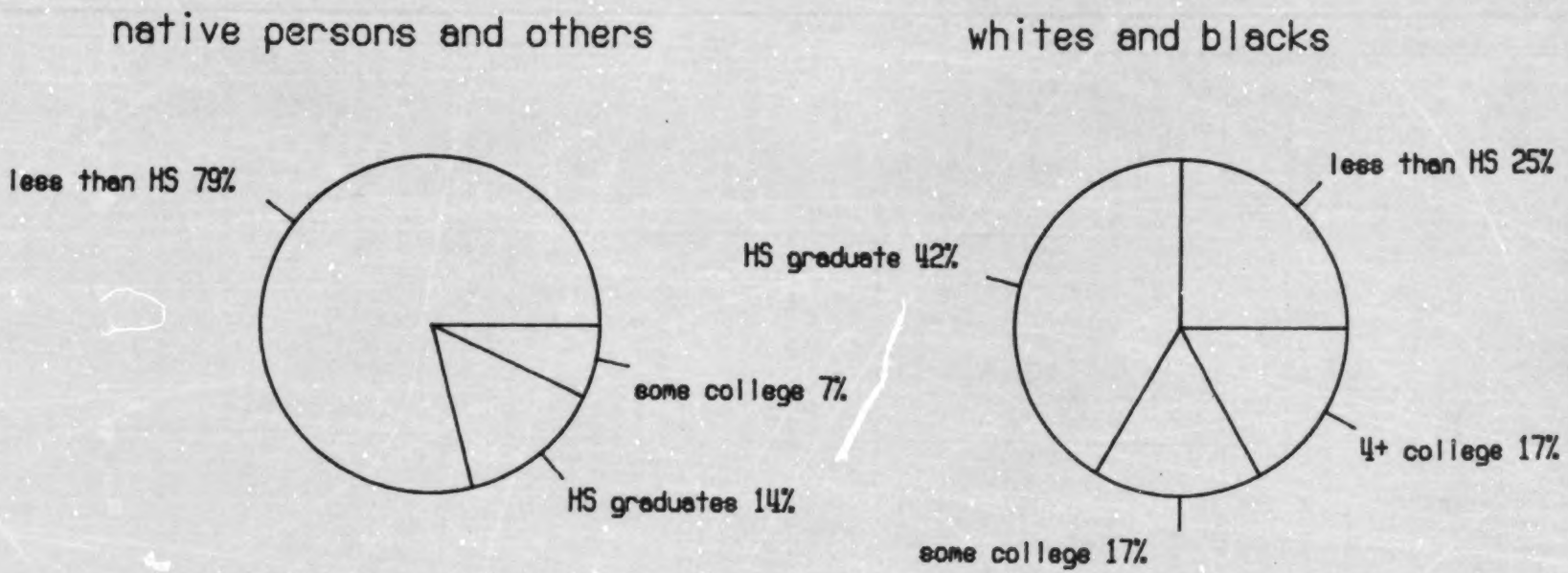
Less than 8 - 8 years of school or less.
8 - 11 - 8 to 11 years of school.
High School Graduate - H.S. Graduate.
1 - 3 College - 1 to 3 years of college work.
4+ College - 4 or more years of college work.

Source: C. K. Thomas, Associates

Chart 4

EDUCATION OF PERSONS 25 YEARS AND OVER - 1970

IN ALASKA



HS - High School.
Some college - Less than 4 years of college.

The 1970 Census gave data on "other minorities" and this group was primarily Native. The 1970 Census also contained education data on Whites and Blacks, although the group is primarily White.

Source: C. K. Thomas, Associates
U.S. Census - 1970 Special Report

Of Native women ages 35 to 39 in the labor force in 1980, some 20 percent had some college work, with 5 percent having four or more years. This proportion declined among Native women over 40, with only 11 percent having some college work. The number of years of schooling of Native women over 40 in the work force is significantly less than white women over 40; however, for Native and white women in their 20's the disparity is narrowing rapidly. Only 18 percent of Native women in this age group have less than high school educations.

Age Distribution of Native Women

The Native population of Alaska is young, and so is the white population, relative to national norms.[3] Of all Native women in the labor force age group (16 years and older), 35 percent were under 25 years of age in 1980, as compared to 24 percent among white women. Forty-six percent of white women were in the prime labor force age group, 25 to 40, as compared to 35 percent of Native women, in 1980. (The Native population, however, is aging rapidly and fewer young people will be entering the labor force age group.) During the 1970's the number of Native men and women in the labor force age group increased by 50 percent, creating a very young labor force as well as an intense need for jobs, particularly in rural Alaska. The young Native population is also reflected in the number of children to be cared for, which on one hand makes employment difficult for Native mothers, and on the other hand makes the income from employment necessary. (See Table 5.)

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[3]Alaska has one of the youngest populations in the U.S., second only to that of Utah.

TABLE 5

DISTRIBUTION OF LABOR FORCE AND POPULATION IN ALASKA

BY AGE - 16 AND OVER - 1980

NATIVE WOMEN			
Age Distribution of Labor Force		Age Distribution of Population	
Under 25	31%	Under 25	35%
25 - 40	43%	25 - 40	35%
Over 40	26%	Over 40	30%

WHITE WOMEN			
Age Distribution of Labor Force		Age Distribution of Population	
Under 25	25%	Under 25	24%
25 - 40	48%	25 - 40	46%
Over 40	27%	Over 40	30%

Source: C. K. Thomas, Associates

Support Ratios

Native adults of working age (18 to 65) made up 53 percent of the Native population in 1980, and children and the elderly represented the other 47 percent. The support ratio then equals 1.90—meaning that, on average, every person between 18 and 65 had to support himself or herself and provide 90 percent of the support for another.

The white population in Alaska had fewer children per adult in 1980; 67 percent were between 18 and 65 years of age, with the other 33 percent representing children and elderly. The support ratio for white persons was 1.50. Therefore, on average, every adult between 18 and 65 had to support herself or himself and provide 50 percent of the support for another.

Native women who had children and lived with their husbands numbered almost 6,000 in Alaska in 1980, and another 1,800 had children but were not living with husbands. Of all Native women over age 15, 41 percent had children in 1980, and of these, slightly less than one-quarter were raising their children without husbands. A slightly larger proportion, 44 percent, of white women over age 15, had children in 1980, with 12 percent raising children without husbands. A larger proportion (56 percent) of black women in the state had children that year, and 23 percent of the black women who had children were raising children without husbands in the household. (See Table 6.)

Therefore, twice the proportion of Native and black families with children are headed by women than those found among white families with children. Not only are Native women more apt to be raising their children without assistance from husbands, but on average, they have more

TABLE 6

FAMILY STATUS

OF WOMEN OVER 15 IN ALASKA - 1980

NATIVE WOMEN		
With Husband and Children	5,965	31%
With Children - No Husband	1,802	10%
Without Children	11,222	59%
Total	18,993	100%
WHITE WOMEN		
With Husband and Children	38,629	39%
With Children - No Husband	5,399	5%
Without Children	55,602	56%
Total	99,630	100%
BLACK WOMEN		
With Husband and Children	1,672	43%
With Children - No Husband	512	13%
Without Children	1,725	44%
Total	3,909	100%

Source: C. K. Thomas, Associates

children to support than their white counterparts. This makes the economic role of Native women extremely important and doubly difficult.

Marital Status

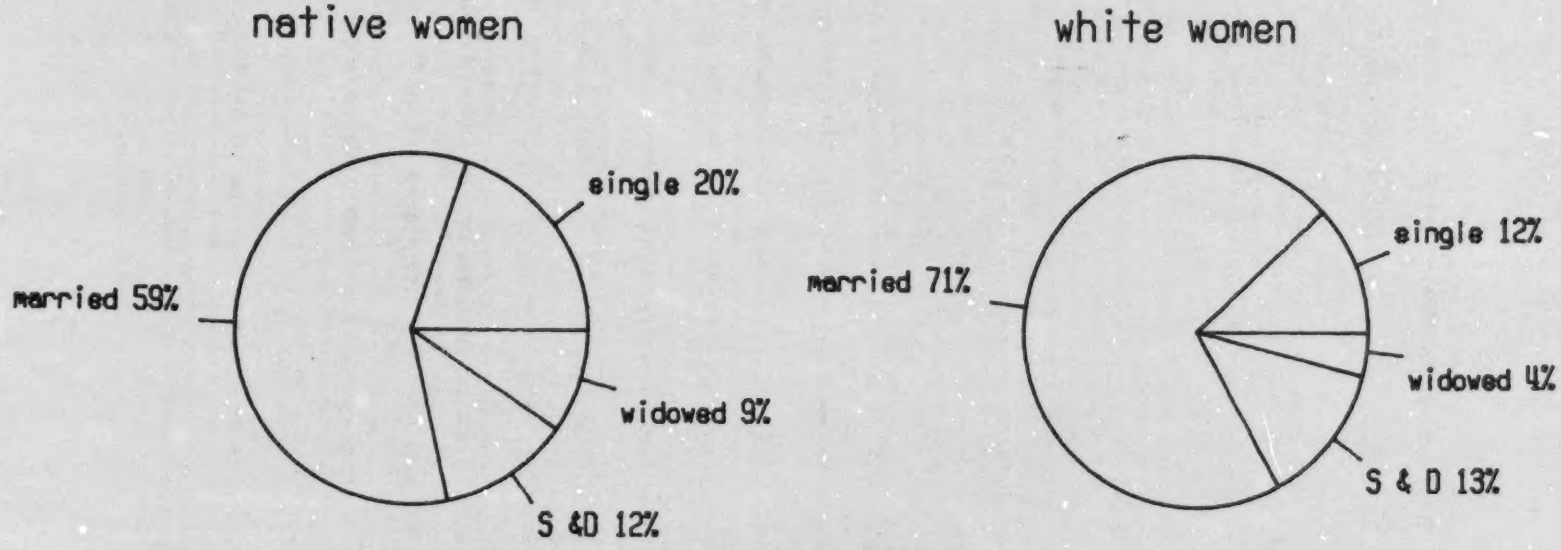
Thirty-two percent of Alaska Native women who were 20 years or older were single, separated, or divorced in 1980, compared to 25 percent of white women in the state. Approximately the same proportions of Native and white women were separated or divorced—12 percent—but a higher proportion of Native women were single—20 percent compared to 12 percent.

Labor force participation rates were higher nationally among single, divorced, and separated women in 1980 than among married women. This national pattern of lower participation rates among married women is not consistently true for women in Alaska. As the proportion of Native women who are married increased from 35 percent among those ages 20 to 24 to 72 percent among those ages 35 to 44, labor force participation rose from 50 to 59 percent, and then started to follow the national pattern, decreasing from 59 to 52 percent as marriage rates continue to increase through the 30s age groups. Marriage also did not have the predicted effect on participation rates among white women in the state. The proportion of white women who were married rose from 58 percent in the 20 to 24 age group to 82 percent in the 30 to 34 age group. Labor force participation rates, however, remained fairly constant, around 66 to 70 percent.

Chart 5

MARITAL STATUS OF NATIVE AND WHITE WOMEN

20 YEARS AND OVER IN ALASKA - 1980



S & D are separated and divorced women.

Source: C. K. Thomas, Associates

29-a

Urban, Rural and Regional Centers

Most Native women lived in rural areas of the state in 1980 (Chart 6). Slightly over half of Native women (52 percent) lived in places with populations of less than a thousand persons in 1980, as compared to only 16 percent of white women in the state. Another 19 percent of Native women lived in regional centers, with the remaining 29 percent in the four urban areas. The economic status of Native women—as measured by employment patterns and family incomes—was highest in the regional centers, lowest by a significant margin in rural Alaska, with status of women in urban Alaska falling in between. (Refer to Section 1 for income discussion.)

Employment Patterns

Native women living in regional centers in 1980 had the highest rates of employment and the lowest rates of unemployment; conversely, women in rural areas had the lowest employment and highest unemployment. Forty-seven percent of Native women were employed in the regional centers in 1980, as compared with 42 percent in the four urban communities and only 32 percent in the rural areas.

While there are more jobs in urban Alaska, it was in urban areas that the highest proportion of Native women reported they had faced unemployment. Twenty-four percent of Native women in urban areas said they had experienced some periods of unemployment during the previous year; in the rural areas, 19 percent had had some unemployment; and in the regional centers, only 15 percent had experienced unemployment.

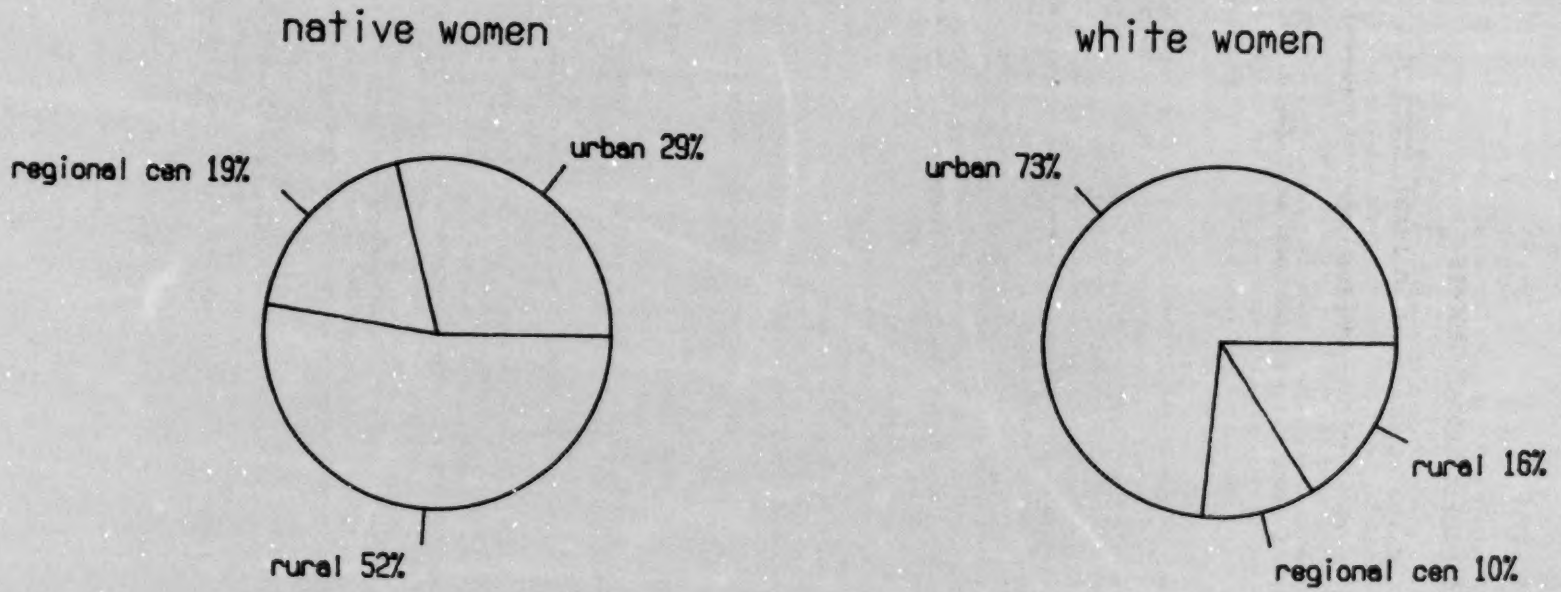
Women are migrating out of rural Alaska, and are doing so in greater proportions than are men. Native women in 1980 outnumbered Native men in

Chart 6

DISTRIBUTION OF WOMEN

IN URBAN, RURAL AND REGIONAL CENTERS - 1980

IN ALASKA



Urban - Anchorage, Juneau, Fairbanks, Ketchikan.
Regional - Regional centers over 1,000 population and not urban.
Rural - Outside of urban and regional centers.

Source: C. K. Thomas, Associates

30-a

the urban cities by 45 percent; this phenomenon coincides with the fact that the great majority of divorced and separated Native women lived in urban Alaska in 1980, probably because of the need to get jobs. (See Table 7.)

Full-time, Seasonal, Part-time Work[4]

Not only are jobs more difficult to obtain in rural Alaska, but the majority of the jobs are only seasonal or part-time. Of all jobs held by women in rural Alaska in 1980, approximately one-third were full-time while two-thirds were just seasonal and part-time (Chart 7). In contrast, in the regional centers, 42 percent of all women employed in 1980 held full-time jobs, and in urban places the proportion rose to 53 percent. Therefore, the opportunities not only for finding jobs but for getting full-time work are much greater in regional centers and urban places.

Employment Growth in Urban and Rural Regions

The kinds of economies that exist, and therefore the type of jobs that have been created, in urban and rural Alaska have a large impact on the employment possibilities for Native women.

In rural Alaska almost half of the jobs in 1980 were federal, state, or local government jobs; in the regional centers and urban areas of Alaska government employment averaged 37 and 39 percent of all employment.

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[4]Full-time work is defined as working 40 weeks or more per year, and 35 hours or more per week. Seasonal work is defined as working 1 to 39 weeks per year and 35 hours or more per week. Part-time work is defined as working less than 35 hours per week.

TABLE 7

LABOR FORCE PARTICIPATION RATES OF NATIVE WOMEN

IN URBAN, RURAL, AND REGIONAL CENTERS IN ALASKA

URBAN	
Employed	42%
Unemployed	8%
Not in the Labor Force	50%
REGIONAL CENTERS	
Employed	47%
Unemployed	6%
Not in the Labor Force	47%
RURAL	
Employed	32%
Unemployed	6%
Not in the Labor Force	62%

Native women who had experienced some period of unemployment during the previous year averaged 24% in urban centers, 15% in regional centers and 19% in rural areas.

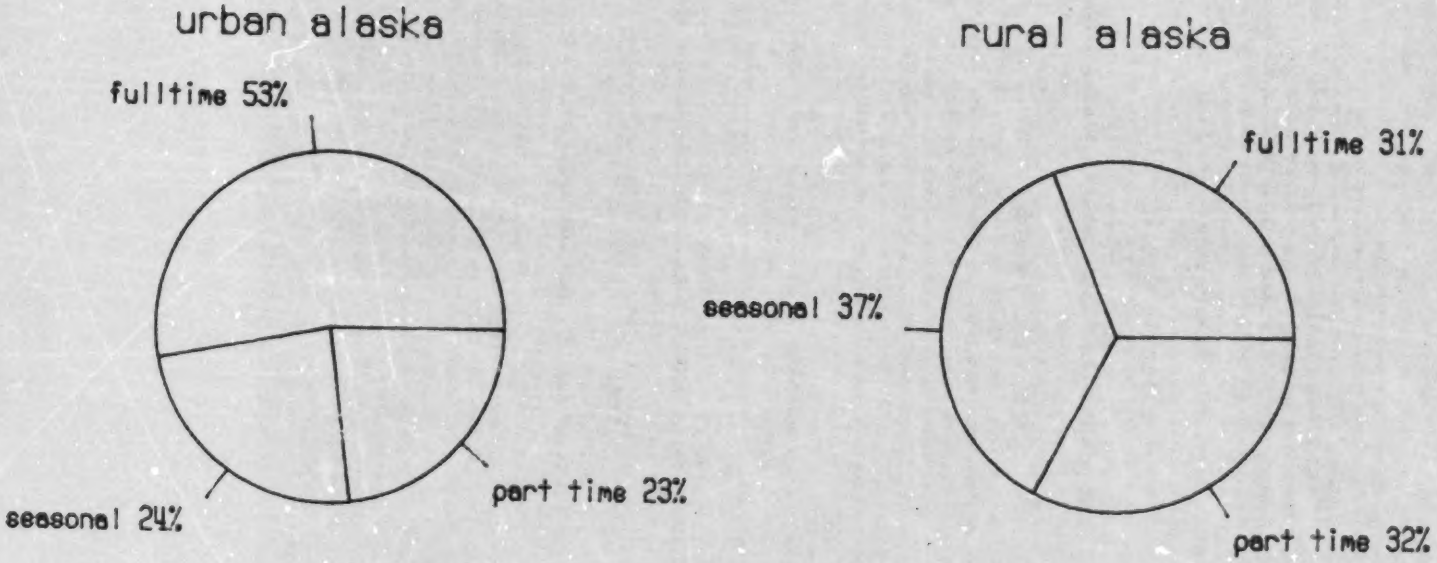
Source: C. K. Thomas, Associates

Chart 7

ALASKAN

WOMEN IN FULL-TIME, SEASONAL

AND YEAR AROUND PART-TIME WORK - 1980



Urban - Anchorage, Juneau, Fairbanks, Ketchikan.
Rural - All places less than 1,000 population.

Source: C. K. Thomas, Associates

A large proportion of government jobs are technical and professional jobs requiring college certification, and the proportion of Native women in rural Alaska with college degrees is very small. However, even given that lack of professional certification prevents Native women from getting some jobs, the number of Native women employed by state and local governments in 1982 was absurdly low—some 400 Native women in all state and local governments, according to the U.S. Equal Employment Opportunity Commission.

This difficulty in getting government jobs is a major problem for Native women since almost one-third of the job growth in the state in the 1970's occurred in government employment. In rural Alaska and in the regional centers, 43 percent of the job growth during that period was in government jobs. The problems of job creation, and the need for increased participation by Native women in state and local government jobs will be taken up in Chapter III.

TABLE 8

EMPLOYMENT GROWTH

1970 - 1980

In Non-Urban Alaska

	1970	1980	Change
Private Wage and Salary	14,853	27,086	12,233
Self-Employed	3,884	4,371	487
Government	9,393	18,800	9,407
Federal		5,981	
State		6,269	
Local		6,550	

DISTRIBUTION OF JOB GROWTH BY SECTOR
IN RURAL ALASKA — 1970 TO 1980

Private Wage and Salary	55%
Self-Employed	2%
Government	43%

Source: C. K. Thomas, Associates

CHAPTER II

SURVEY OF NATIVE WOMEN

Section 1

Methods and Limitations

This chapter presents the results of a survey of 92 Native women; we conducted in-depth field interviews, asking respondents about their economic status in general and about problems they face in getting jobs. (See the survey questionnaire in Appendix F.) We supplemented the interviews with observations and conversations in the study communities.

The funding available for this study did not permit us to compile a random sample; instead, we used a stratified, non-random sample, designed to be as representative as possible of Alaska Native women. Every major Alaska Native group is represented by at least 10 interviews. In addition to ethnicity, our survey was designed to look at Native women in both rural and urban Alaska; at women of different ages; and at women who were employed and unemployed.

Since 26 percent of Alaska Native women of working age live in urban areas (i.e., Fairbanks, Anchorage, Juneau or Ketchikan), we drew approximately 25 percent of the sample from urban areas (Anchorage and Juneau). In the remaining rural sample (75 percent), we selected regions on the basis of their populations of working-age Native women. Since 20 percent of the Native women in the Yukon-Kuskokwim region are of working age, we included an approximately equal proportion in the sample, with half of the respondents from Bethel and half from Nunapichuk. We followed a similar procedure for the other regions, which included Southeast (Klukwan), the Interior (Fort Yukon), and the North Slope (Point Hope).

Although inclusion of the Aleutian region was not justified by population figures, we nevertheless included a community from this region (King Cove) to ensure representation of the Aleutians.

In each region we selected communities that the interviewers were familiar with. The interviewers were professional women who are Native; because of their ethnic heritage we expected them to achieve greater rapport with the respondents. In selecting the survey communities, we capitalized on the fact that individuals are more willing to speak openly about their experiences and problems with their friends and acquaintances than with persons unfamiliar to them. Since a proportion of the questions concerned inter-ethnic issues, and given the sensitivity of asking individuals to express their personal difficulties and experiences, we considered it important that the interviewers were familiar with the survey communities. In most cases, the designated interviewer had visited the community several times and had established personal relationships with the residents. King Cove was the only exception; this community was suggested as a survey community because there are two communities represented in its population: King Cove and Belkovsky. (Most residents of Belkovsky have moved to King Cove.) Consequently, King Cove offered an opportunity to develop more diverse and representative data than could have been achieved from visiting any one of the other Aleutian communities. The selection of King Cove also allowed us to study a fisheries community.

We conducted at least 10 interviews in each community; our goal was to interview equal numbers of employed and unemployed women. In the smaller communities, our sample of employed women approached a total

sample, but in the larger communities this was not the case. To prevent overrepresentation of particular population characteristics or occupations, we selected for the range of age groups and, to the extent possible, of occupational types shown by census data. Often we sought respondents with different income levels to obtain representatives of the income ranges in the sample communities, but sometimes this component was sacrificed for the sake of interviewing key informants.

We located individuals to be interviewed in each community by the network method; we asked individuals to provide the names of other individuals for interviewing, who were then approached following the selective procedures discussed above. Interviewers applied their knowledge and familiarity with the communities so that personal or family networks were not overrepresented.

We suggest that this sampling strategy provided the range of employment problems and opportunities experienced by Alaska Native women, in keeping with the exploratory nature of this survey. Although the sample is not statistically random, we did obtain a diverse and geographically dispersed sample. The following describes the sample:

Sampling Locations:		Residence:	
Anchorage	12	City	22
Juneau	10	Town	15
Bethel	14	Village	55
Nunapichuk	12		
Fort Yukon	9	Employment:	
Point Hope	13	Employed	52
King Cove	12	Unemployed	40

Ethnic Heritage:		Age:	
Inupiat	15	16-20	8
Yupik	28	21-25	17
Athapaskan	11	26-30	17
Aleut	13	31-35	16
Tlingit	25	36-40	12
		41-50	15
		Over 50	7

Education:	
Did Not Graduate From High School	22
High School Graduate	70
1-3 Years of College	36
4 or More Years of College	12

Household Income:		Occupation:	
$0-5,000	9	Executive/Manager	10
$5,001-10,000	21	Sales	3
$10,001-15,000	13	Admin. Support	26
$15,001-20,000	8	Service	12
$20,001-30,000	9	Craft (Sewing)	1
Over $30,000	19		
Don't Know	13		

One of the limits of survey research is that the results are largely confined to the questions included in the survey instrument. Specific issues are not explored unless one or a series of questions are included that focus on the particular problem area. For example, while the researchers may hypothesize that English language difficulties—including both the ability to speak, read, and write English and the effects of Native accent and intonation—may be an issue in Native employment opportunities, specific questions must be devised to investigate such an issue. During the design of the questionnaire, we drew up a list of over 30 potential problem areas. Given the time and resources available for this project, we could not design a questionnaire to specifically examine each of these areas. Instead, we used an alternative approach, phrasing questions in such a manner that specific issues were not identified; we

used open-ended questions of this sort to explore the problems and benefits of employment. The strength of this strategy is responses are not limited to specific issues and problems, but information obtained through this approach may underestimate actual frequencies of problems encountered. Consequently, we recommend that further research in this area be structured to investigate in greater depth the potential problems identified by this study.

We also suggest that any future research not be limited to a survey approach. Certain problems lend themselves most readily to other types of investigation; for example, when focusing on the problems associated with finding work, it would be valuable for investigators to go out themselves and apply for various sorts of employment, and thereby obtain first-hand information regarding such barriers to employment. If the problems are those of limited job opportunities in communities, it would be valuable to compile community employment profiles, which would include an analysis of available jobs, examination of the level and stated need of required qualifications, and a short history of the positions showing rates of turnover, pay, and other information. These methods would augment the data derived from interviews of employees and employers.

Finally, we recommend that future research on this topic include the collection of similar data for white women, so comparisons between Native and other women are possible. This information would be especially vital for white women in rural villages, because little or no information is available on this population. Such data would have enabled us to put the Native women's survey results in better perspective and identify more

clearly the problems and difficulties experienced specifically by Native women.

Section 2

Survey Results

1. Residence	Frequency	% of Sample (n = 92)
Anchorage	12	13.0
Juneau	9	9.8
Klukwan	10	10.9
Other Southeast Town	1	1.1
King Cove	12	13.0
Nunapichuk	9	9.8
Bethel	12	13.0
Fort Yukon	14	15.2
Point Hope	13	14.1

2. Place Raised			(n = 92)
Anchorage	Urban	3	3.3
Juneau	Urban	11	12.0
Other Southcentral Town		2	2.6
Klukwan		7	7.6
Other Southeast Village		8	8.7
Other Southeast Town		1	1.1
King Cove		7	7.6
Other Aleut Village		4	4.3
Bethel		9	9.8
Nunapichuk		11	12.0
Other Yupik Village		9	9.8
Fairbanks		1	1.1
Fort Yukon		7	7.6
Other Athapaskan Village		7	7.6
Point Hope		10	10.9
Other Inupiat Village		1	1.1
Inupiat Town		4	4.3
Outside Alaska		2	2.2

(Since an individual may have been raised in more than one location, we coded a maximum of two communities per respondent. If respondents listed more than two locales, we selected the largest community for coding. We were particularly interested in determining whether Native women now residing in urban centers had been raised in villages, and if a difference existed between Native women raised in villages but living in urban areas and those who had been reared in urban centers.)

3. Age Group	Frequency	% of Sample (n = 92)
16-20	8	8.7
21-25	17	18.5
26-30	17	18.5
31-35	16	17.4
36-40	12	13.0
41-45	7	7.6
46-50	8	8.7
Over 50	7	7.6

4. Ethnic Heritage		(n = 92)
Inupiat	15	16.3
Yupik	28	30.4
Athapaskan	11	12.0
Aleut	13	27.2
Tlingit	25	14.1

5. First Language		(n = 91)
Inupiaq	6	6.5
Yupik	21	22.8
Athapaskan	3	3.3
Aleut	2	2.2
Tlingit	4	4.4
Athapaskan and English (2)	3	3.3
English	52	56.5

6. Language Most Easily Communicated In		(n = 92)
Native	15	16.3
English	61	66.3
Both	16	17.4

7. Marital Status		(n = 92)
Single, No Children	11	12.0
Single, With Children	19	20.7
Married, No Children	3	3.3
Married, With Children	48	52.2
Separated, With Children	2	2.2
Divorced, With Children	7	7.6
Widowed, With Children	2	2.2

8. Number of Households With Children Present	Frequency	% of Sample (n = 92)
Aged 1-5	47	51.1
Aged 6-17	50	54.3
Aged 18 and Over	22	23.9

9. Family Status	Frequency	% of Sample (n = 92)
Single Parent	17	18.5
Parent in 2-Parent Household	54	58.7
Other Dependent (Family)	4	4.3
Other Non-Dependent (Family)	11	12.0
Other	6	6.5

10. Years of High School		(n = 92)
None	14	15.2
9-11	8	8.7
12 or GED	70	76.1

11. Type of School Attended		(n = 87)
Village School	62	71.3
Boarding School	28	32.2
Urban School	20	23.0
Boarding Home Program	4	4.6

(More than one answer was possible, depending upon the experience of the individual.)

12. Years of College Education		(n = 92)
None	44	47.8
1 Year or Less	23	25.0
2 Years	8	8.7
3 Years	5	5.4
4 Years	5	5.4
More than 4 Years	7	7.6

13. Job Training (During Past 2 Years)		(n = 92)
None	39	42.4
High School	3	3.3
College	14	15.2
Vocational or Technical School	7	7.6
Health or Teacher Aid Program	8	8.7
Boards and Commissions	7	7.6
On-the-Job Training	25	27.2
Other	4	4.3

(Respondents may have given more than one answer to this question.)

14. Sources of Household Income	Frequency	% of Sample (n = 92)
None	2	2.2
Wage Employment	68	73.9
Self-Employment	10	10.9
Federal or State Assistance	12	13.0
Craft Work	4	4.3
Commercial Fishing	19	20.7
Babysitting	7	7.6
Unemployment Compensation	8	8.7
Food Stamps	9	9.8
Other	3	3.3

15. Primary Income Producer in Household		(n = 91)
Self	48	52.7
Husband	43	47.3
Father	7	7.7
Mother	2	2.2
Brother/Sister	6	6.6
Son/Daughter	2	2.2
3 or More HH Members	2	2.2

16. Household Earned Income, 1982		(n = 91)
0 - $2,500	2	2.2
$2,501 - 5,000	7	7.7
$5,001 - 7,500	11	12.1
$7,501 - 10,000	10	11.0
$10,001 - 12,500	4	4.4
$12,501 - 15,000	9	9.9
$15,001 - 20,000	8	8.8
$20,001 - 30,000	9	9.9
Over $30,000	19	20.9
Don't Know	12	13.2

17. Previous Employers		(n = 90)
Federal Government	36	40.0
State Government	29	32.2
Local Government	44	48.9
Native Organization	51	56.7
Private Business (Non-Native)	47	52.2
Other	1	1.1

(Native organizations in this question include regional and village corporations, as well as tribal organizations and regional non-profit organizations such as regional health corporations.)

18. Occupational History Previous Occupations	Frequency	% of Responses (n = 92)
Executive/Administrative/Managerial	21	4.5
Professional	20	4.3
Technical and Related Support	11	2.3
Sales	49	10.4
Administrative Support	195	41.5
Private HH Service	13	2.8
Protective Service	4	.9
Other Service	89	18.9
Farming/Fishing/Forestry	2	.4
Skilled Trades	1	.2
Machine Operator	53	11.3
Laborer	11	2.3
Skin Sewing	1	.2

(The occupational categories in question No. 18 are identical to those used in the 1980 U.S. census, although the way we coded them may vary. Exec/Admin/Mgr includes program managers and coordinators, directors, and general managers. Professional includes teachers, attorneys, scientists, nurses, planners, and social workers. Technicians and Related Support includes health technicians, biological technicians, and legal assistants. The Sales category includes mainly store clerks. Administrative Support positions are clerical workers, teacher aides, and office machine operators. Private Household Services include in-house babysitters. Protective Services include firefighters, police, and guards. Other Services are waitresses, health aides, maids, and attendants. In this category, a significant number tended to be health aides or community health representatives. Waitress and maid jobs were primarily limited to urban and southeast communities. Machine Operators are mainly cannery workers, classified as fish processing machine operators.)

Length Stayed on Job	Frequency	% of Responses (n = 466)
Less than 2 Years	285	61.2
2-4 Years	118	25.3
5-7 Years	34	7.3
8-10 Years	18	3.9
11-15 Years	9	1.9
15-20 Years	1	.2

(Summer jobs, such as cannery work, were counted as 1 year.)

Location of Job		(n = 92)
City	107	22.7
Town	145	30.7
Village	199	42.2
Outside Alaska	21	4.4

(Towns/Regional Centers are defined as non-urban areas with populations of more than 1,000.)

19. Employment Problems in Community		Frequency	% of Sample (n = 90)
Lack of Jobs		31	34
Discrimination		29	32
Racial	17, or 19%		
Sexual	11, or 12%		
Personal Limitations		21	23
Lack of Training/Experience/Skills		20	22
Lack of Education		16	17
Child Care		16	17
Other		16	17
Transportation	5, or 5.5%		
Low Pay	5, or 5.5%		
Lack of Advancement	4, or 4%		
Other	2, or 2%		
None		8	9

(Many women who answered that the employment problem in their community was lack of jobs did not specify any further problems. See discussion below.)

20. Suggestions for Improvement		Frequency	% of Sample (n = 70)
More Job Training		37	52
On-the-Job Training	17, or 24%		
Assertiveness Training	10, or 14%		
Career Counseling	6, or 9%		
Management Training	3, or 4%		
Job Interview Training	1, or 1%		
More Jobs		22	31
Child Care and Family Support		19	27
Employer Development		17	24
More Education		11	16
Transportation		5	4

21. Employment Difficulties Experienced by Respondent			(n = 91)
Discrimination		26	29
Racial	17, or 19%		
Sexual	9, or 10%		
Personal		26	29
None		24	26
Child Care		17	19
Lack of Training/Experience/Skills		11	12
Transportation		8	9
Other		22	24
Lack of Education	6, or 6.5%		
Low Pay	5, or 5.4%		
Lack of Advancement	4, or 4.3%		
Lack of Jobs	4, or 4.3%		
Other	3, or 3.2%		

(The interviewers noted that many respondents, in answering question No. 21, continued discussion of problems identified in question No. 19. We interpreted this response as the manifestation of a cultural norm which discourages talking about other individuals. Personal difficulties Native women identified were varied, including family problems in making adjustments to the working woman, health problems, lack of self-confidence, inability to work fast or learn new tasks quickly, language problems, and not being accepted by the community.)

22. Resolution of Difficulties Encountered		Frequency	% of Sample (n = 62)
Nothing/Quit/Sought Other Job		28	45
Work Through Channels		15	24
No Problems Encountered		11	17
Sought More Training or Education		9	15
Made Personal Adjustments		7	11
23. Motivation for Work			(n = 87)
To Support Family		81	93
Personal Values		54	62
Be Active, Not Sit Around	21, or 24%		
Like Job	19, or 22%		
Other	14, or 16%		
24. Job Success Factors			(n = 81)
Personal Attributes		51	63
Organized, Reliable	16, or 20%		
Getting Along with People	11, or 13%		
Independent	7, or 9%		
Learning Ability	7, or 9%		
Stubbornness	5, or 6%		
Other	5, or 6%		
Like the Job		28	35
Social Interaction		24	30
Training/Skills/Experience		14	17
Other Support (Family, Community, Child Care)		13	16
25. Factors of Job Interest			
Personal Rewards		32	42
Learning	15, or 20%		
Accomplishment	7, or 9%		
Challenge	6, or 8%		
Responsibility	4, or 5%		
Particulars of the Job Itself		31	40
Social Interaction		31	40
Like People Work For/With	15, or 20%		
Working with People	14, or 18%		
Familiarity with Community	2, or 2%		
Commitment to Native Community		13	17
Something to Do		8	10

26. Major Changes in Home Life Due to Work	Frequency	% of Sample (n = 85)
None	34	40
Personal Adjustments (Loss of time for household duties and child care, and including positive and negative responses from family)	29	34
Not Working	15	18
Ability to Meet Household Expenses	8	9
Other	4	5

27. Day Care Availability		
At Place of Work		(n = 74)
Yes	4	5
No	65	88
Don't Know	5	7
In the Community		(n = 85)
Yes	27	32
No	52	61
Don't Know	5	6

28. Day Care Providers for Working Mothers		(n = 65)
Relatives	36	55
Babysitters	15	23
Children Old Enough to Leave Alone	13	20
Day Care Centers	4	6
Other	5	8

31. Willingness to Commute to Another Community for Work		(n = 90)
Yes	46	51
Daily	16, or 18%	
Weekly	24, or 27%	
Bi-Monthly	19, or 21%	
Monthly	26, or 29%	
No	44	49

32. Sources of Information About Job Availability	Frequency	(n = 90)
Friend	55	61
Family Member	35	39
Newspaper	34	38
Notice Posted in Community	30	33
Community Member	29	32
Radio or TV	23	26

	Frequency	% of Sample
Native Corporation	17	19
Employment Service	13	14
Non-Profit Native Organization	11	12
Teacher	8	9
33. Job Search Strategies		(n = 91)
Contact Employer Directly	48	53
Didn't Look (Was Offered Job)	14	15
Check Newspaper/Listen to Radio	12	13
Ask Friends	10	11
Go to Employment Office	7	8
Check Bulletin Boards	6	7
Register at Job Service	6	7
Ask Village Council	4	4
Other	6	7
Don't Know	3	3
34. Union Membership		(n = 92)
Yes	19	21
No	73	79
35. Willingness to Join Union		(n = 92)
Yes	45	49
No	18	20
Don't Know	29	31
36. Willingness to Acquire More Education or Training		(n = 90)
Yes	65	72
No	18	20
Don't Know	7	8
37. Employment		(n = 92)
Presently Employed		
Yes	52	57
No	40	43
	Frequency	% of Sample
Present Occupation		(n = 52)
Exec/Admin/Mgr	10	19
Sales	3	6
Administrative Support	26	50
Private Household Service	2	4
Other Service	10	19
Skin Sewing	1	2

Position Type	Frequency	% of Sample (n = 50)
Full-Time	35	70
Part-Time	15	30
Annual	36	72
Seasonal (7-9 Months)	14	28
Salary		(n = 52)
$0 - 4,999	3	6
$5,000 - 9,999	3	6
$10,000 - 14,999	8	15
$15,000 - 19,999	2	4
$20,000 - 24,999	7	13
$25,000 - 29,999	5	9
$30,000 and Over	6	12
No Answer	18	35
Present Employer		(n = 52)
Federal Government	4	8
State Government	3	6
Local Government	13	25
Native Organization	21	40
Private Business (Non-Native)	7	13
Self	4	8

38. Interest in Employment (Answered by those currently not employed or who see themselves as underemployed)

Willingness to Work		(n = 46)
Yes	39	85
No	7	15
Motivation for Work		(n = 36)
Support Family	29	62
Something to Do	10	21
Personal (Mostly Enjoy Work)	8	17

Type of Work Desired	Frequency	% of Sample (n = 41)
Exec/Admin/Mgr	3	7
Professional	2	5
Technical and Related Support	2	5
Sales	3	7
Administrative Support	24	59
Private Household Service	1	2

	Frequency	% of Sample
Other Service	6	15
Machine Operator (Cannery)	3	7
Laborer	2	5
Skin Sewing	2	5

(Some women gave more than one response when asked type of work desired.)

Presently Looking for Work		(n = 46)
Yes	17	37
No	29	63
Reasons for Not Looking for Work		(n = 29)
Have Small Children	11	38
Lack of Jobs	8	28
Other	10	34
Work Preferences		(n = 39)
Full-Time	25	64
Part-Time	14	36
		(n = 33)
Annual	21	64
Seasonal: 1-3 Months	6	18
4-6 Months	2	6
7-9 Months	4	12
Expectations of Difficulties from Going to Work		(n = 45)
Yes	18	40
No	26	58
Don't Know	1	2

	Frequency	% of Sample
Expectations Associated with Going to Work		(n = 21)
Personal/Home Life Adjustments	12	57
Child Care	11	52
Other	3	14
Don't Know	1	5

(Some women cited more than one expectation in answer to this question.)

Section 3

Factors Promoting the Participation of Native Women in the Work Force

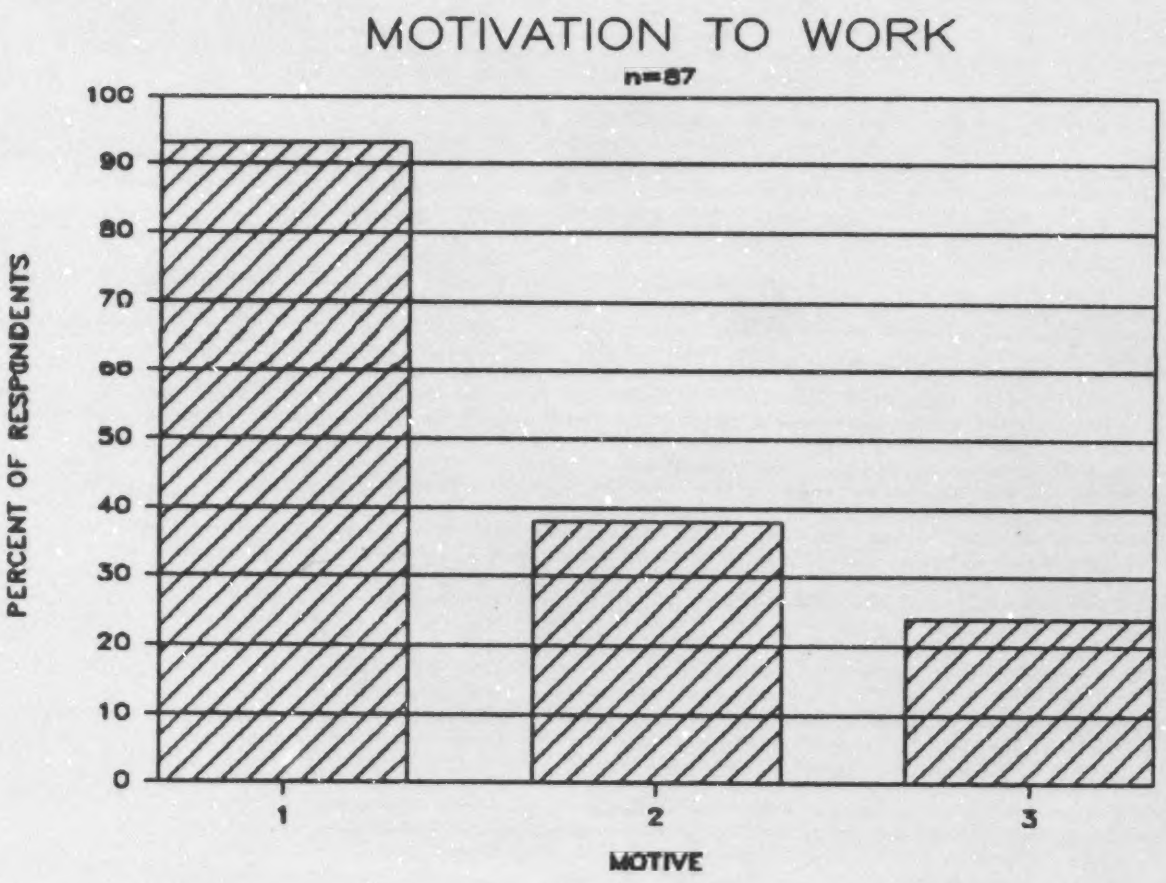
Economic Motives

Nearly all the women we interviewed (90 percent) stated that they work mainly to achieve economic stability, which is defined as having enough money to pay bills and other expenses, and to acquire needed and desired goods for their households (see Chart 8). Answers to "why do you work?" did not vary significanty between rural and urban residents, nor among employed and unemployed women. Nor is this finding limited to households with lower incomes; 21 percent of our sample reported household incomes of $30,000 or more in 1982. These results suggest that an overwhelming proportion of Alaska Native women see themselves as providers of economic support for their households.

Other Motives

A very large proportion (61 percent) of the women in our sample also cited additional reasons for their interest in working. Nearly two-thirds of these women stated that working enhances some personal values or attributes. A smaller proportion of our respondents also said they work out of a desire to be active and not sit around. The respondents most frequently said that they liked to work, or they liked the jobs they were doing. Typical comments included: "I enjoy working. I feel I have to keep working—it's in me." Or, "I enjoy my work, especially when an interesting problem comes up." This finding indicates that a large proportion of Alaska Native women have a positive evaluation of work.

Chart 8



1. Economic stability
2. Personal values
3. Be active, not sit around

Source: Chilkat Institute

Native women also said they enjoyed the challenge of work and the feeling of independence that work provided. Many also said they were committed to helping Native people; this latter sentiment is an important component of women's interest in work, as indicated in other results discussed below.

Job Success

Most of the women we surveyed (63 percent) cited various personal attributes when asked what helps them be successful in their jobs (see Chart 9). In order of decreasing frequency, these attributes were cited:

Capable, organized and dependable

Ability to get along with people

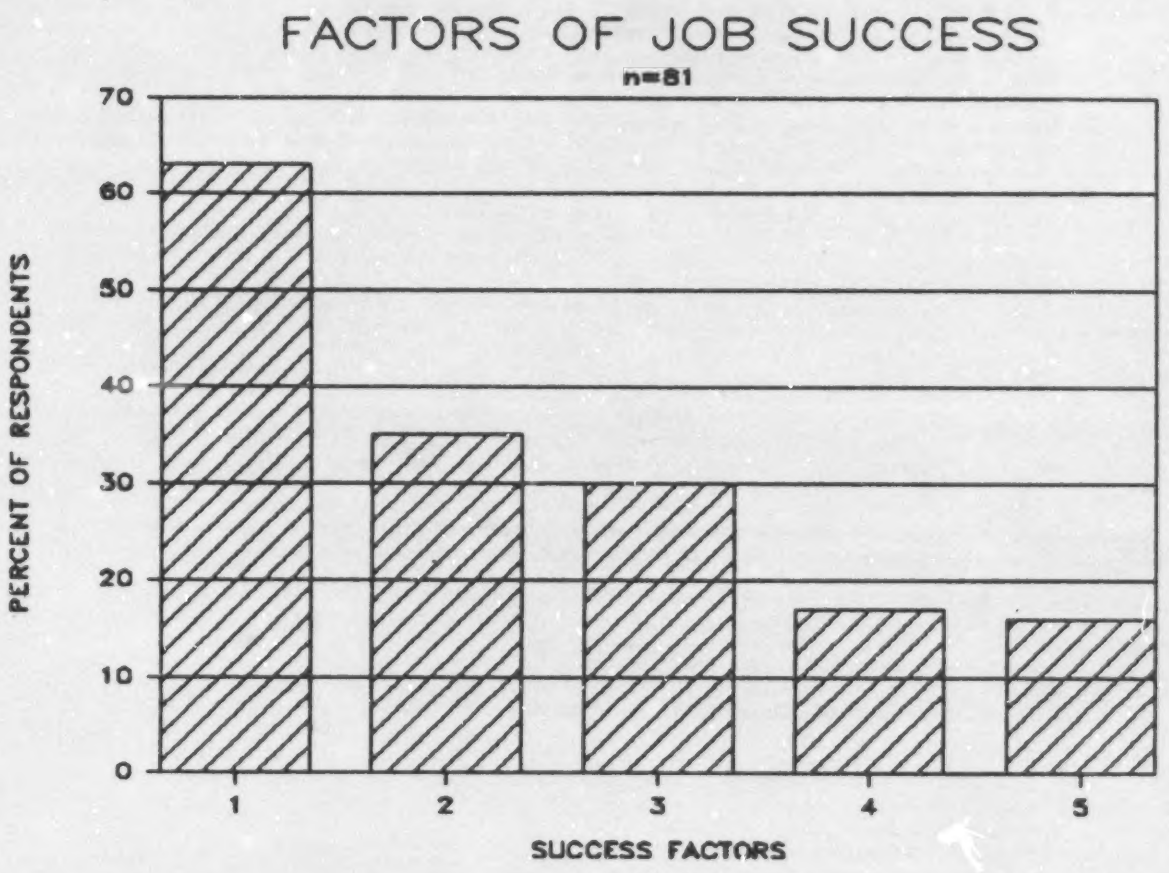
Ability to learn

Determination to succeed

In addition to a sense of accomplishment and responsibility they get from their jobs, then, Native women identified their ability to work effectively with people. Most women who discussed this attribute said something like, "I get along with people."

One-third of the respondents said they were successful because they liked their particular jobs, with many women noting that social interaction was an important reason why they liked their jobs. Thirty percent of the women interviewed mentioned people in their answers; half discussed the people they worked for and with, and half specifically mentioned helping people and their commitment to the Native community. We suggest that these responses are indicative of a cultural value which emphasizes sociability, helping others, and conflict avoidance. Although

Chart 9



1. Personal attributes
2. Like the job
3. Social interaction
4. Training, experience and skills
5. Other support

Source: Chilkat Institute

these characteristics are clearly beneficial to many women in their jobs, they also may underlie some of their difficulties in dealing with discrimination and inter-ethnic conflict. (See discussion of problems below.)

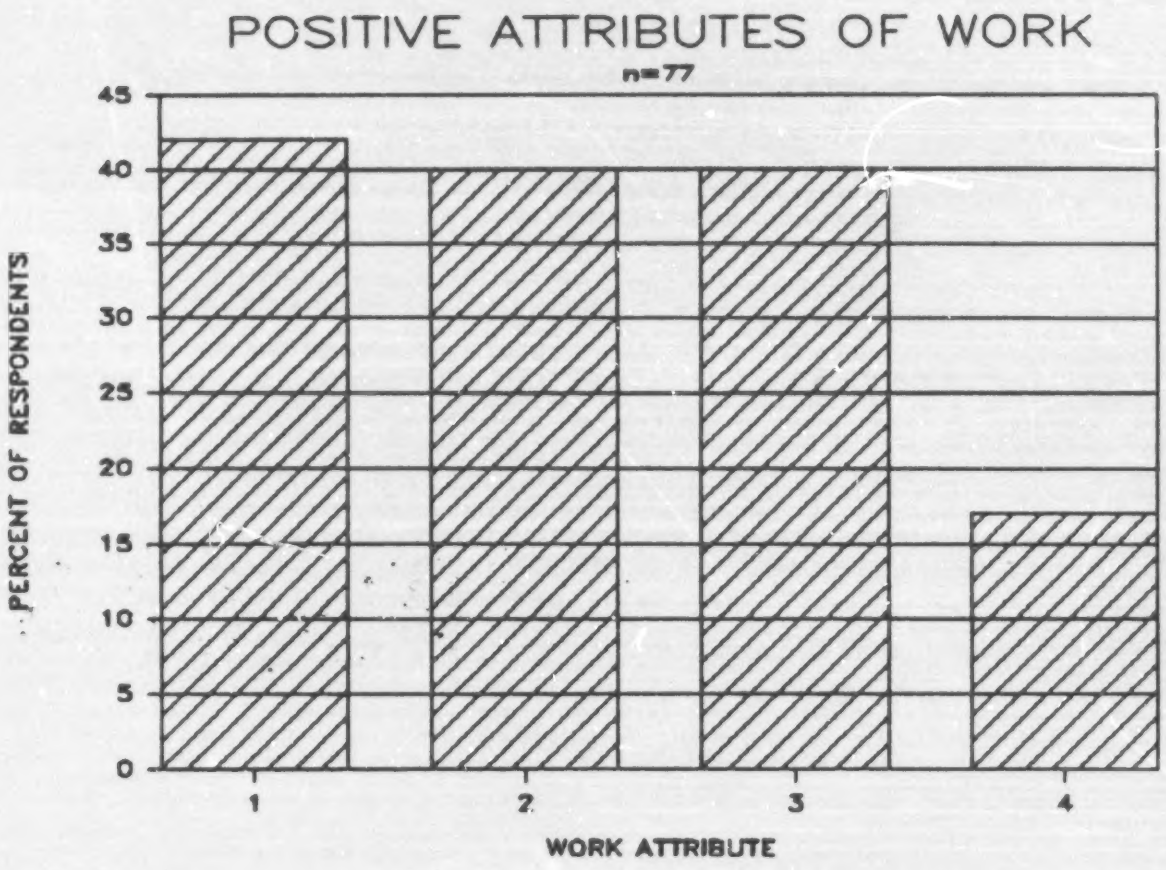
The final two categories of response to the question of what helps Native women succeed in their jobs indicate what are necessary, but probably not sufficient, conditions for work force participation. Seventeen percent of the women stated that job training, skills, and work experience were factors in job success. Sixteen percent identified different forms of support (family, good child care, and working in their community) that helped them achieve job stability.

Attributes of Work

Another question (what do you like about your job?) produced a similar pattern of responses (see Chart 10). Personal rewards, liking the particular job, and social interaction were the major responses. Forty-four women, or 57 percent of the respondents, discussed different types of social interchange similar to those identified in the previous question. Providing benefits to the Native community was cited more frequently in this question than in the earlier questions. A personal liking for the job and personal rewards were each discussed by 40 percent of the respondents. Nearly half of the personal rewards were cited as the pleasure and satisfaction from learning on the job; other rewards were feelings of accomplishment, sense of responsibility and control over programs, and responding to challenging circumstances.

Comparison between rural and urban respondents, and employed and unemployed, shows that there was no significant variation in answers to

Chart 10



1. Personal rewards
2. Like the job
3. Social interaction
4. Commitment to Native community

Source: Chilkat Institute

this and the earlier question. Native women from around the state indicated that what they valued most in their jobs, and what helped them to be successful workers, were personal qualities and rewards, abilities and opportunities for social interaction, and liking their particular jobs.

It is interesting that personal and social qualities predominated in Native women's answers, as contrasted with more institutional features such as good pay, opportunities for advancement, education, and responsibility. The lack of reference to good pay, advancement, and other features may indicate that these opportunities are outside of the perceptions and aspirations of these women because such opportunities are not available. Many of these women have encountered substantial difficulties in the work place (see the following section), and their concentration on personal characteristics and social interaction may be a response to such experiences. Also, cultural factors are evident in their answers, such as in the value placed on sociability. In any case, we suggest that these answers show an overwhelmingly positive evaluation of work, despite the difficulties Native women have experienced.

Willingness to Adjust

Answers our respondents offered to several other questions show that a significant proportion of Native women want to work and are willing to make personal adjustments for the sake of employment. This substantial interest in work is demonstrated in results of a series of questions we asked of all unemployed and some underemployed Native women. A large proportion (85 percent) stated they would like to work if jobs were

available. Twenty-five of these, or 64 percent, would prefer full-time work and 21, or 54 percent, would like annual employment.

One-third (37 percent) of the women interested in work were looking for work at the time of our survey. By the conventional, narrow definition of unemployment, the remaining two-thirds are not counted as "unemployed" because they are not considered to be in the work force if they are not actually looking for work. When asked why they were not looking for work, 31 percent of these women stated no jobs were available, or that they would be called when work became available. If we use a broader definition of unemployment, including women who are not looking for work because there are no jobs in their communities, the figures for unemployed Native women would be increased by about 25 percent. This figure corresponds with a similar finding reported in an Alaska Department of Labor study of unemployment in the Lower Yukon-Kuskokwim region in 1981.[1] The other major reason Native women gave for not seeking work was that they had small children (38 percent).

Forty percent of the interviewed women stated that major changes had occurred in their home lives since they started working. An equal proportion said that no major changes had resulted from their employment. Among those who had to make major adjustments, about 25 percent cited making special arrangements for care of their children, and about the same number said they had changed the distribution of household duties and responsibilities. Other kinds of changes working women experienced

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[1] Lower Yukon-Kuskokwim Region Labor Market Analysis, Alaska Department of Labor; July, 1981.

included an ability to meet expenses, adjustments in personal schedules, and other changes in personal and family relationships.

Our sample included 71 women (77 percent) who were parents (either single parents or parents in two-parent households). With this predominance of women with children in our sample, it seemed possible that most women would report child care problems and difficulties, but this was not the case. (See the discussion of problems in the following section.) Eighty percent of our sample reported either no major home life changes, or indicated they were able to make adjustments successfully during periods of employment. Given the preponderance of Native women with children in our sample, their demonstrated ability to make adjustments to work is a significant finding of the survey.

A comparison of the replies of those living in urban and rural areas shows no significant differences in frequencies of work adjustments made. However, there are interesting differences among Native women raised in different kinds of communities. Among the women we interviewed, those raised in villages reported they had to adjust to work more frequently than did women raised in regional towns and urban areas. Whereas over half of the urban-raised women reported no major changes in their home lives after they went to work, only one-third of rural-raised women answered in this way. The proportion of rural-raised women who reported making major changes in their home lives (45 percent) was nearly double that of urban-raised women (27 percent).

This finding indicates that more women with rural backgrounds are changing from traditional household roles to economic roles and integrating employment with their household responsibilities. Often they

receive the support of other family members, who assume more of the household duties. Some respondents indicated that making home adjustments entailed more than just allowing for their absences from housework. For example, one individual discussed learning how to manage household expenses: "After I got off food stamps, welfare, and charity, I had to learn to manage a household, i.e., make monthly payments, the rules and restrictions. My lights were cut off; I lost my trailer. Being a single parent you had to learn how to get transportation, like the bus. And that people don't give you rides all the time." Individuals raised in urban areas would have greater familiarity with billing procedures, budgeting, and other factors, and thus have fewer cultural adjustments of this sort to contend with.

A smaller number of rural respondents discussed adjustments required by having to move out of their villages to obtain work, which is another type of adjustment that urban-raised women are less often required to make. One respondent stated, "I had to leave my family in the village. They are old and I was reluctant to leave." This individual was referring to moving away from her parents and being less able to look after them; her move brought about a cultural break, in addition to the economic adjustment.

A different indication of the willingness of Native women to adapt to the requirements of work is that many of those we surveyed were willing to commute to work. Half of the women interviewed answered affirmatively when asked if they were willing to commute to another community for work. Rural women were more willing to commute for work than were urban women, which agrees with the findings (discussed above)

that rural women were more likely to make adjustments in order to work. Rural women would prefer to commute weekly, whereas urban women prefer to commute monthly.

One further indicator of Native women's interest in work is that when asked what they thought would solve their employment problems, Native women most frequently cited job training. Over half of the respondents (52 percent) to this question cited various types of job-related training (as contrasted with general education) that they believed would be helpful—including on-the-job training, assertiveness training, career counseling, management training, and training for success in job interviewing. In part, this interest in job training is a measure of the respondents' past experience with such programs. For example, one respondent commented, "On-the-job training gave me a start when I first started working." In rural areas, job training is associated with jobs located in the village, which women value more than jobs located elsewhere. This interest in job training tended to be stronger among urban residents and among employed women, which suggests that Native women most familiar with the work place see training as the most direct mechanism for advancing in jobs.

The findings discussed in this section indicate that Alaska Native women overwhelmingly want more jobs. This desire is not confined to one ethnic group, nor geographical region of the state. A recent study of employment patterns on the North Slope[2] produced similar findings and suggested that the Native woman's role in that region has changed from

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[2]Different Paths of Inupiat Men and Women in the Wage Economy, Alaska Review of Social and Economic Conditions, University of Alaska, Institute of Social and Economic Research; May, 1981.

one of subsistence laborer to provider of cash income for household and subsistence expenses. Although their primary motive for working is economic, the evidence also indicates that a substantial proportion of Native women seek other kinds of rewards and returns from their jobs; many women are interested in work for its own sake, in addition to the economic return. Also, Native women have demonstrated they are able to make personal and family adjustments to work, and clearly stated that they are willing to make further adaptations to get jobs. These attitudes of Native women show that widespread economic change is occurring, and that Native women are moving toward more substantial roles in the monetary economy.

Section 4

Factors Limiting the Participation of Native Women in the Work Force

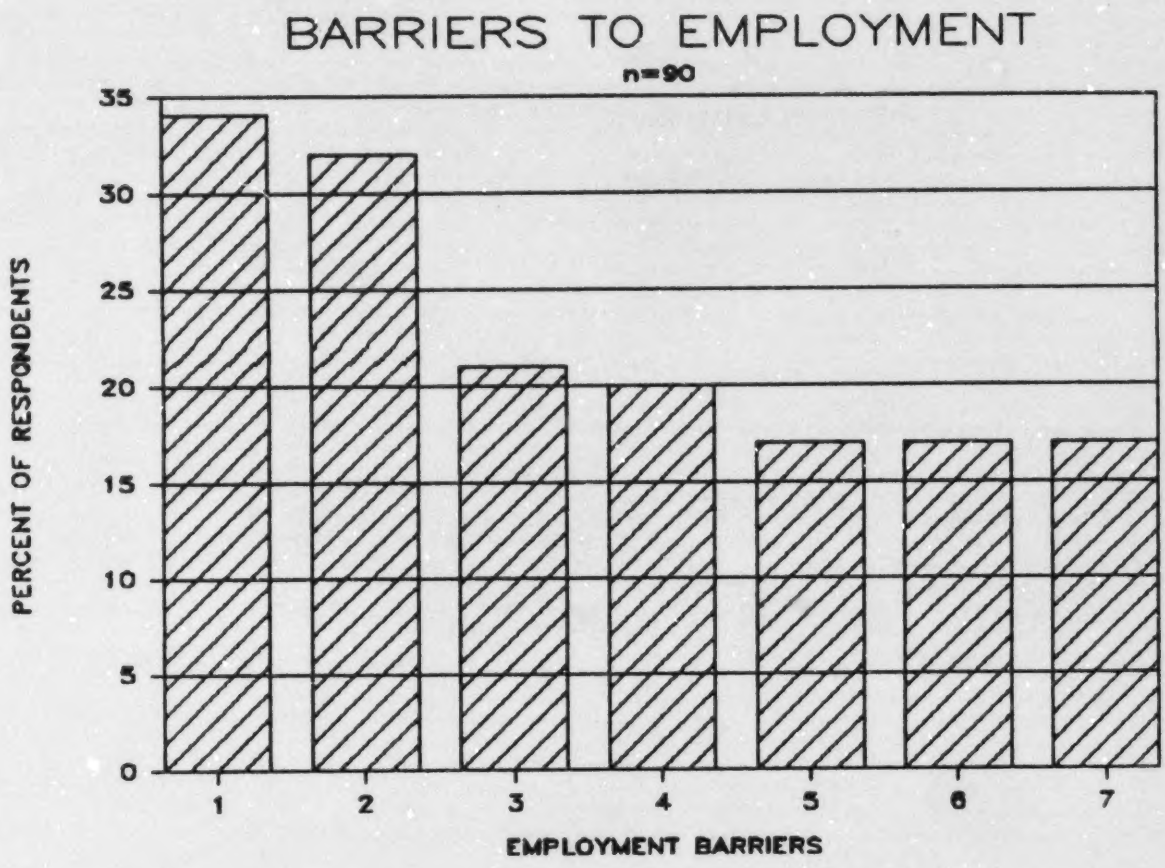
Availability of Jobs

Alaska Native women cite "no jobs" as the foremost employment problem that Native women face (see Chart 11). Our survey results show that unemployed and employed women alike perceive the lack of jobs as the most critical problem. One woman emphatically stated her case, when pressed by the interviewer to identify other problems: "What else can I say? You can't have employment problems when there are no jobs!" The lack of jobs is largely a rural problem. While 28 village women identified "no jobs" as their most significant employment problem, only 3 urban respondents cited a lack of jobs.

Some Native women reported they had migrated from their villages to urban centers to find jobs. On the other hand, some women who had been employed in urban centers also stated that they had elected to return to their villages, in spite of the fact that there were few jobs. Native women in general did not view the lack of jobs as a reason to move from their villages, but over 50 percent of the rural women surveyed said they would commute to work in other communities, while still continuing to live in their own villages. Overall, Native women in the villages expressed a strong commitment to remaining in their villages.

Increasing educational levels do, however, appear to affect migration patterns among Native women. The survey results indicate that a significant number of urban Native women with one to four or more years of college were raised in villages. Informal discussions with the

Chart 11



1. No jobs
2. Discrimination
3. Personal limitations
4. Training and experience
5. Education
6. Child care
7. Other

Source: Chilkat Institute

respondents indicated that some Native women left the villages because they were overeducated or overtrained for the positions that were available to them. One respondent said that she knew of seven Native women who had moved to urban centers because there were no jobs available in their home communities in the fields in which they were trained. This finding, however, should not suggest that Native women with higher educations necessarily move to urban centers. Nearly 50 percent of the Native women we surveyed in rural communities had some college training. However, our sample was not representative in this regard as only 14 percent of Native adults over age 25 had had at least 1 year of college work in 1980. One woman noted that many of the Native women she knew had gone to college or had received training, but that they wanted to remain in their villages even if no jobs were available.

Although we did not make a formal analysis of the jobs available in rural communities we surveyed, it was obvious that there were very few jobs. We were able to identify the number and types of jobs Native women held in the villages. Generally, jobs held by Native women in the villages tended to be limited to health and teacher aides, store clerks, and office clerks. In addition, nearly one-half of the jobs held by Native women were part-time positions. Competition for available positions is stiff. One woman described this situation: "No available jobs, one or two jobs (open), whole bunch apply for it!"

Our data also suggests that the designation "no jobs" also implies "no jobs available to Native women." As we will describe in subsequent paragraphs, racial and sexual discrimination exclude Native women from employment opportunities in both rural and urban communities. It was

also significant to us that Native women in rural communities did not discuss the possibility of getting professional positions in the local schools. Certified teachers and principal positions constitute stable, permanent jobs in nearly every rural community, but these positions are generally held by non-Native, temporary residents.

The lack of jobs in villages was often attributed to the absence or curtailment of construction jobs. Native women viewed construction projects as a general source of employment for the community, but said that most often they were excluded from construction jobs. In addition, Native women reported that governmental budget cuts had reduced job opportunities; one of the biggest cuts has been in the federal CETA program, which was nominally a training program but which actually provided a number of jobs in villages.

Only one respondent said making crafts or sewing skins was her occupation. This is not to suggest, however, that the women we surveyed did not do craft work. The interviewers saw evidence that a large number of women in the villages do produce Native clothing or crafts for themselves or their families. More than likely, craft production is a source of limited income for many Native families, but Native women likely see craft production as a cultural activity rather than as an economic enterprise.

Discrimination

Alaska Native women identified discrimination as their second most serious employment problem. Discrimination was cited by 31 percent of the sample population as inhibiting employment or career advancement

opportunities. Native women also distinguished between racial and sexual discrimination; 19 percent of the respondents cited racial discrimination, and 12 percent cited sexual discrimination.

Urban Native women were more likely than their rural counterparts to report racial discrimination as a deterrent to employment. Employed and unemployed women were equally likely to report that they had experienced racial discrimination. Urban Native women reported that racial discrimination pervades the entire job market. One woman described the problem as "systematic discrimination, built-in discrimination practices" which often stem from unwritten policies. Native women reported that they were less likely than non-Native women to be hired for jobs, and that they were less likely to receive pay raises or promotions. They also maintained that it appeared as if Native women had to be more qualified than other applicants to be considered for hire. Native women also indicated that employment agencies discriminate against them—"Agencies give me the runaround because of my being Native." However, the respondents did speak positively about tribal organizations, such as the Cook Inlet Native Association, which administer employment service programs.

Urban Native women did not identify language as an employment barrier, but they did say that employers discriminate against them because of cultural characteristics. Quiet Native women are labelled passive. One respondent noted that it was necessary to be assertive to compete or to sell yourself to an employer, but "Not enough Native women figure it's a virtue." Another individual lamented, "A lot of our people do not stand up for themselves."

One of the most significant findings of this study is that Native women are now publically discussing "sexual discrimination" against them by Native men. Native women we surveyed expressed a desire to obtain jobs that they formerly accepted as men's work; all traditional cultures in Alaska formerly accepted that Native men and women had different economic roles. While Native women may have quietly disagreed with this sexual differential in jobs, ethnographic records indicate that it was not publically discussed.

A nearly equal number of urban and rural Native women we surveyed saw sexual discrimination as a deterrent to equal employment opportunities. While Native women in general have previously acknowledged the existence of sexual discrimination, they formerly spoke about non-Native men practicing such discrimination. Native women we surveyed now acknowledge that Native men and Native village corporations practice sexual discrimination. Earlier studies by ISER (1981)[3] and Worl (1978)[4] reported the existence of sexual differential in employment roles; however, none of these studies reported that Native women saw this differentiation as an employment problem.

Native women we surveyed said that sexual discrimination by Native men existed throughout the job market. Native women with college degrees reported that despite their education they were expected to occupy positions below Native men, or clerical positions. Native women also

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[3]Institute of Social and Economic Research. 1981. Different Paths of Inupiat Men and Women in the Wage Economy. Anchorage, Alaska.

[4]Worl, R. & R., Worl Associates. 1978. Beaufort Sea Sociocultural Systems. Alaska OCS Socioeconomic Studies Program. Technical Report 9. U.S. Department of Interior, Bureau of Land Management, Anchorage, Alaska.

expressed consternation about being excluded from laborer positions, which ordinarily are restricted to Native men. One woman elaborated, "Village corporation discriminating on a woman laborer, they get them for simple tasks. I've talked to a lot of women about it. They're upset that they are discriminating." Native women reported that they needed these laborer jobs. One woman pointed out, "They (employers) view men with families as needing jobs more than single female parents." (Eighteen percent of the women we surveyed were single parents.)

The Native women said they were familiar with possible solutions to racial discrimination; they spoke of inter-cultural and inter-personal sensitivity training or workshops for employers or other staff members. However, the women we surveyed were generally at a loss to suggest remedies to sexual discrimination by Native males. One woman had only learned during the past few months that sexual discrimination is illegal.

Personal Limitations

A substantial number of Alaska Native women in our study (23 percent) identified a series of personal factors which limited their abilities to successfully get and hold jobs. Together these personal factors constitute the third most serious employment problem facing Native women. Our data is at best tenuous, and we cannot state conclusively that traditional cultural values and norms, and the subsequent cultural encounter between Native and western individuals and systems, contribute to employment difficulties experienced by some Native women. However, two of the problems identified by Native women may in fact be related to traditional norms.

The most significant personal problem Native women identified was a lack of self-confidence, which they often equate with lack of assertiveness. Our respondents believe non-Native employers value assertiveness, and they see their own lack of assertiveness as a basis for racial discrimination. As discussed in previous sections, Native women we surveyed said assertiveness training would help them succeed at their jobs. Native women's lack of assertiveness may not be lack of confidence, but rather a reflection of traditional norms which value and promote social integration and conflict avoidance. One woman commented on the different norms in terms of "becoming familiar with other people's ways" and stated, "There are conflicting ways; each (cultural group) does things—being verbally aggressive to show intelligence vs. understanding how other groups display knowledge. Trying to meet this expected behavior is difficult for a Yupik person."

Consistent with this value orientation are findings reported in earlier sections, in which Native women stressed sociability or the commitment to the group as positive aspects of employment. The prevalence of these traditional values became especially clear when we asked Native women, "What did you do about the problem (encountering racial discrimination)?" Many of the women we surveyed (44 percent), replied their solution when faced with such discrimination had been to do nothing, quit or seek other employment.

Assertiveness, or direct confrontation, were not values prized in most traditional Native cultures, since these kinds of behavior could threaten social cohesiveness. Our analysis of the survey data indicates

that the encounter between differing cultural values may be a source of personal problems for Native women moving into the job markets.

Native women we interviewed also talked about the emotional and physical stress stemming from the demands of wage labor and household work. Native women, like their non-Native counterparts who have entered the job market, are still expected to fulfill their traditional roles. They are expected to do the housework, cook, and care for the children as well as do their jobs outside the home. One respondent noted she had a 24-hour job, "working at office, then going home to do family work." Native women, like many non-Native women, are challenging traditional norms that place the sole responsibility for caring for the home and family on women. The change associated with women taking wage employment and attempting to alter their traditional household responsibilities is a source of inter-cultural and inter-personal conflict.

Other problems cited to a lesser degree by the Native women in our study were alcoholism and physical disabilities; while these are generally recognized as major problems, our findings did not stress these problems.

Training

The lack of training programs to improve job skills was reported by 22 percent of our respondents as an employment problem. Both rural and urban and employed and unemployed women simply stated that they need more on-the-job training. Some suggested they would probably like their jobs better if they had more training, and they saw training as a mechanism to improve or acquire skills for their current jobs. Urban Native women were more likely than rural women to cite lack of career advancement

opportunities as a problem, and to suggest that management training might help them advance.

As might be anticipated, rural Native women stressed the need for training in the villages. One rural woman emphasized, "When it comes to training, no one wants to leave village." Other women noted the problems they had with their husbands and with obtaining child care when they had to leave their villages for training.

Education

Lack of education was cited by 17 percent of the survey population as leading to employment problems. The problem they discussed was not so much the need to attain higher education as to obtain basic education. The gravity of this problem is exemplified by the following statements:

> "Lack of writing/reading skills. If job doesn't require reading and writing, I apply for it. If I had more education I could get a better job."

> "Reading problems. Boy if I went to school I'd have been much better off, more able to do work available."

> "My education background. One time I applied to be a teacher and they wanted someone with college background."

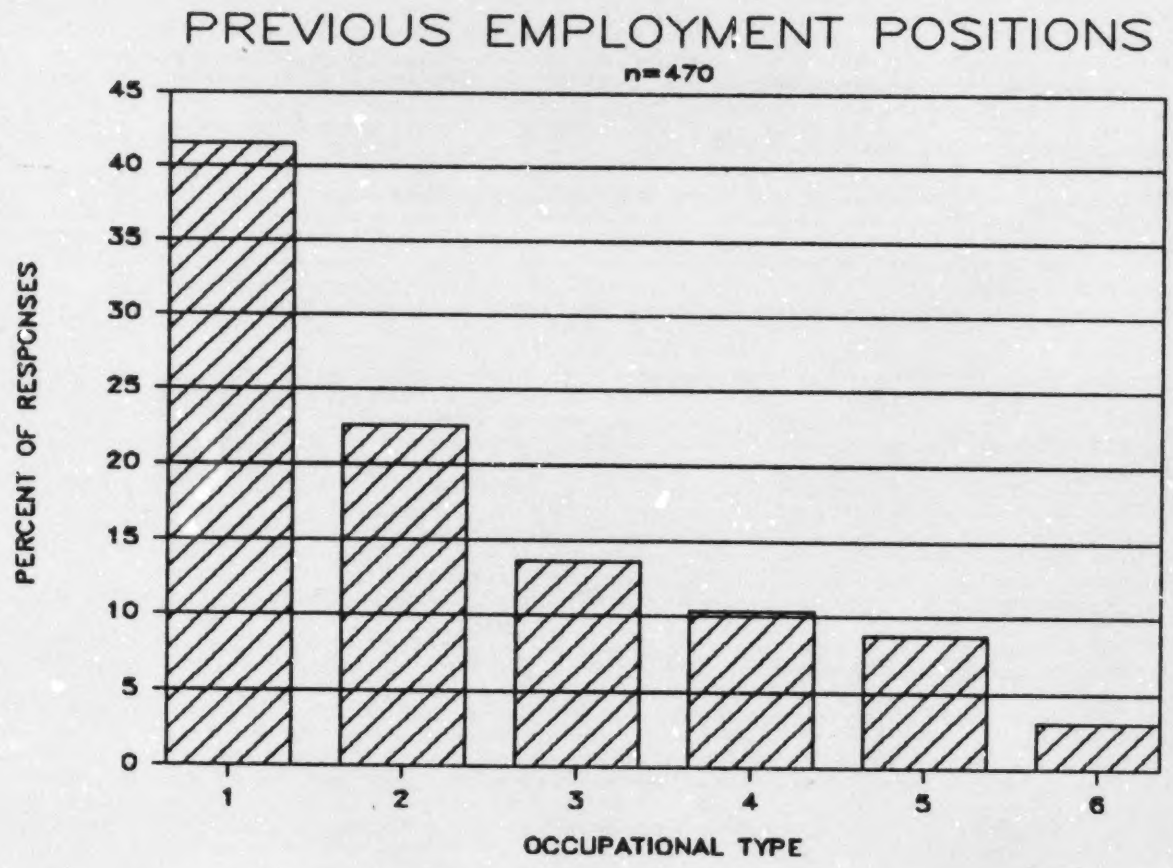
Of our sample population of Native women, 24 percent did not complete high school and 47 percent never attended college. Only 13 percent had attended four or more years of college, but of these not all had received college degrees. Of rural women we interviewed, 74 percent—in contrast to 26 percent of urban Native women—had never attended college.

The jobs held by women we interviewed are indicative of the levels of education they have. Among employed rural and urban respondents, 50 percent held administrative support positions (Chart 12). Only 19 percent held executive administrative jobs. Rural Native women hold even fewer executive jobs than their urban counterparts; 51.5 percent of the jobs held by rural Native women we interviewed were administrative support jobs and only 9.1 percent were executive administrative jobs. Among urban Native women we surveyed, 35 percent held administrative support jobs and 37 percent executive administrative jobs. That urban Native women hold more executive positions may be due in part to different economic conditions in urban areas, but it is likely that the kinds of jobs women hold are more a reflection of their levels of education.

While our data is limited, we found that of the rural Native women we interviewed who were certified teachers, most were graduates of the former Teacher Corps program. The success of this program is particularly noteworthy, in view of the limited number of Native teachers and the great desire of Native communities to have Native teachers. It is also significant because teachers' jobs exist in most rural communities.

Seventy-one percent of the women we interviewed said they wanted more education or training. However, when asked the type of work they wanted, most respondents, or 58.5 percent, named administrative support jobs. Only 4.9 percent named professional careers, and 7 percent wanted executive administrative positions (Chart 13). These responses, and other survey findings, suggest that most Native women want enough education to enable them to get clerical, accounting, or secretarial jobs.

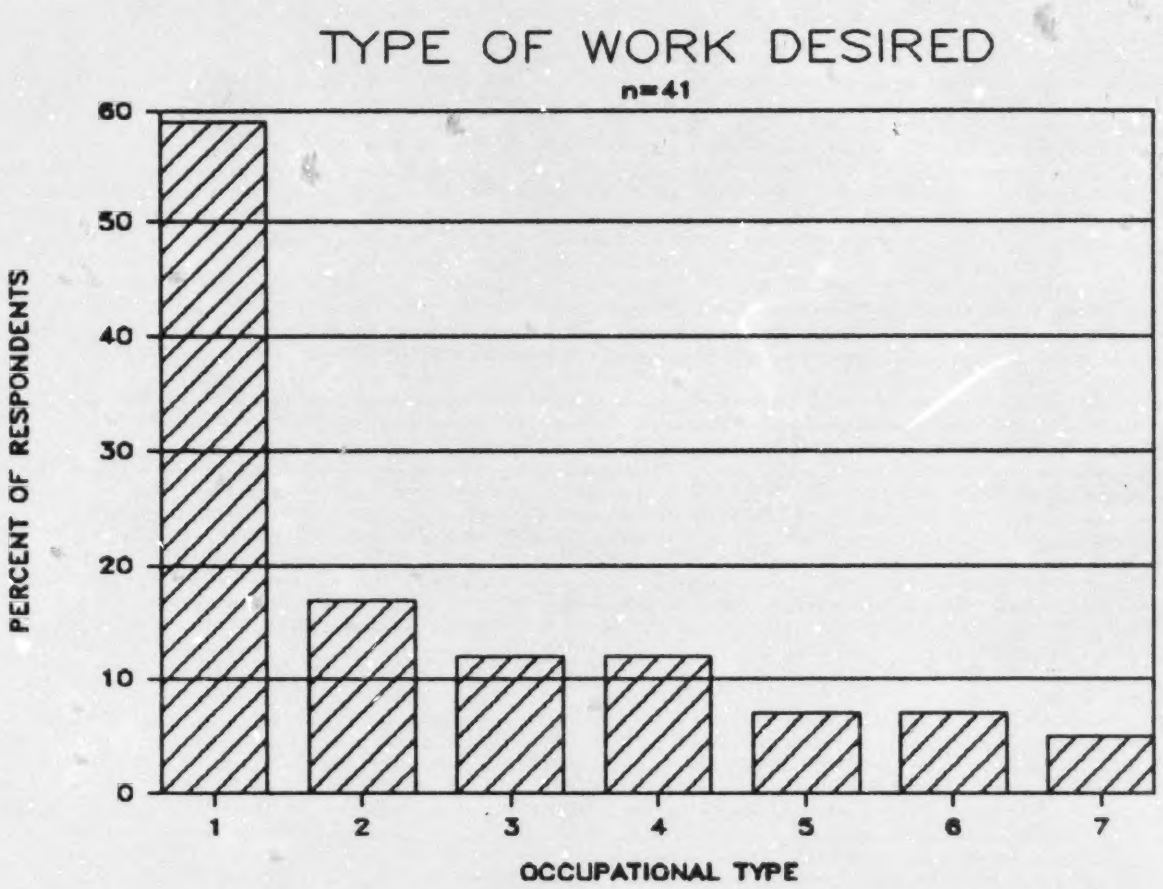
Chart 12



1. Administrative support
2. Service
3. Machine operator (cannery) and laborer
4. Sales (clerical)
5. Professional and executive/managerial
6. Other

Source: Chilkat Institute

Chart 13



1. Administrative support
2. Service
3. Professional and executive/managerial
4. Machine operator (cannery) and laborer
5. Technical and technical support
6. Sales (clerical)
7. Skin sewing

Source: Chilkat Institute

Child Care

Obtaining child care was reported as an employment barrier by 17 percent of Alaska Native women we surveyed. Most (85 percent) of the women we interviewed have children. Our data shows that 55 percent of our respondents asked relatives to care for their children, and 23 percent had babysitters. Only four of the respondents actually put their children in institutional day care centers. Thus, while some Native women said that obtaining child care was a problem, it is also apparent that they have generally been able to resolve this problem. We found that urban Native women were just as likely as rural women to leave their children with relatives, or even to stagger their work hours with those of their husbands to provide care for their children.

CHAPTER III

RECOMMENDATIONS

Our analysis of the economic status of Native women in Alaska in the 1980's--developed from U.S. census information and 92 interviews we conducted in eight Alaskan communities--presents a clear profile of the problems Native women face as they attempt to enter the cash economy. Native women made great strides during the 1970's, as educational levels, employment rates, and labor force participation rates all showed significant gains. At the same time, the current economic status of Native women still remains substantially below that of both white women in Alaska and women elsewhere in the United States. Much more needs to be done to help Native women improve their economic status.

Before presenting our recommendations for action, however, we review Alaska's major political, economic, and demographic trends, since these factors will either constrain or enhance any attempts to help Native women. Political forces in Alaska in 1983 might be described as confusing to the outside observer. The coalition of big city and bush legislators that organized the Alaska Legislature during its past several sessions is showing the strains of enforcing voting discipline on its members. The leadership of both the house and senate is increasingly divided over both procedural and substantive issues. There are over 25 freshmen legislators. The governor is beginning his first term, and neither he nor the majority of his cabinet has previously held elective office. This is a situation in which the institutional memory of government is short. Initiatives for which legislative and executive support were carefully built in past years may no longer have currency; issues settled by past sessions of the legislature may re-emerge with new life. How long the

current situation in state government will continue is anyone's guess. It seems probable, however, that the large economic and population growth experienced by Alaska during the past five years is altering the attitudes towards issues around which past political concensus was formed. If this is so, the political "confusion" now being experienced could well last for several years into the future.

Alaska's modern economy is based on oil development. State spending of its huge oil revenues in recent times has become a very important force in Alaska's economy, and because of this dependence on oil revenues, Alaska's economy is more sensitive to fluctuations in world oil prices than any state in the union. Predicting world oil prices consequently has become a minor growth industry in Alaska.

Only uncertainty is certain. Oil prices appear to have little chance of ever again reaching their 1981 peak of over $35 a barrel, or of falling to their post World War II trough of under $10 a barrel. In the longer run, Prudhoe Bay oil production will decline by the turn of the century, and this declining production will also reduce state revenues. Scott Goldsmith, an economist at the University of Alaska's Institute of Social and Economic Research, has estimated that the State of Alaska can sustain an expenditure level of approximately $1.8 billion annually—about one-third the peak spending level of 1981. Although coal and hard rock mining may increase in Alaska in the future, and markets for Alaska's fish and timber will likely improve as the current world depression comes to an end, there is almost no chance that these sources of growth can generate revenues to the State of Alaska equalling even a fraction of current amounts of Prudhoe Bay revenues.

Current trends indicate that Alaska's population will continue to grow and will become increasingly concentrated in the southcentral region of the state. The viability of Alaska's villages is a matter of some controversy and much disagreement. However, only the smallest villages—those with populations of less than 100 in 1970—experienced (on average) both relative and absolute population declines between 1970 and 1980; their long-term viability is doubtful. During the 1970's there also was a clear trend of Alaska Native migration into the state's urban areas. The percentage of Alaska's Native population living in Anchorage, Fairbanks, Juneau, and Ketchikan increased from about 20 percent in 1970 to about 30 percent in 1980. In general, the future of Alaska's villages is uncertain, and will probably depend more on the pace of rural economic development than on any other single factor.

Given these broad trends, what are the policy implications for improving the status of Native women in Alaska? One implication is that the combination of political uncertainty and declining oil revenues will make major new initiatives difficult, particularly if they involve significant expenditures. The Women's Commission should consequently place high priority on improving the operation and enforcement of existing programs, particularly in the area of Native women's employment. In most states in the United States, government has sought to achieve moral leadership in the employment of women and other minorities. We do not question the intent of Alaska's state and local governments, but it is nonetheless true that fewer than 400 Native women are currently employed by state and local governments in Alaska—about 3 percent of government's total work force. Given the large number of state and local jobs

that exist throughout Alaska, it appears that real progress in improving the economic status of Native women could be achieved without the need for new legislation or large new expenditures—if these governments hired more Native women.

A second implication comes from the patterns of economic and demographic trends. A major problem for Native women is the lack of jobs in rural areas, and this will continue to be a major problem so long as the current trend of increased concentration of state economic activity in the southcentral region continues. Even if hard rock minerals and other natural resources are developed, there is a high probability that these developments will involve enclave types of employment. The secondary and support industries generated by these developments will gain comparative cost advantages by locating in Anchorage or Fairbanks, and that is where they (and the accompanying jobs) will most likely go.

If market forces are allowed to operate unconstrained by state policy, few jobs will be created in villages. The alternative is a state policy aimed at promoting rural economic development, and there are strong indications that the new state administration is inclined toward such a policy. Attempts at promoting rural development would undoubtedly be made through the State Department of Commerce and Economic Development. The Women's Commission consequently should begin building links with that department, to insure that Native women have access to any new jobs created in rural Alaska.

A final policy implication of our earlier discussion comes from the apparent trend of more Native women than men to migrate from the villages. The 1980 census reports show about 45 percent more Native

women than men living in Alaska's urban places. Furthermore, the census reports that many of these women are divorced or separated, and we can presume many have the responsibility of caring for families. These women often come into the city with little, if any, knowledge of how to obtain social services in urban areas. To help Native women make the transition into urban labor markets, the Women's Commission should consider working with the Alaska Department of Health and Social Services to establish a village outreach program that would provide information to Native women on how to obtain employment, training, and support services before they migrate into Alaska's urban areas.

Within the broad policy context discussed above, we present the following programmatic recommendations for the Commission's consideration. The following set of recommendations are based on possible ways (1) to develop and increase job opportunities in rural Alaska; (2) to promote access to income opportunities outside of rural communities; (3) to move rural residents into jobs that are generally held by temporary residents in rural communities; and (4) to increase Native women's employment skills and potential for career advancement. These recommendations respond to the employment problems identified in our study, and are based on a general knowledge of rural and urban conditions.

Recommendations

Issue: There is a lack of year-around jobs in rural Alaska.

The following recommendations are based on the possibilities of (1) creating employment or income-producing opportunities in rural villages, (2) moving Native women into the limited employment positions which are available within the community, or (3) enacting measures which would allow Native women to participate in jobs outside of the community.

1. The State of Alaska should review which state programs could be contracted to local governments-organizations to administer at the local-regional level. (Regional-community entities contract with the federal government to administer programs under Public Law 93-638.)
2. The State of Alaska should develop programs which stimulate the expansion of cottage industries, arts and craft production, and tourism in rural Alaska.
3. State and local government personnel requirements for jobs in rural communities should be reviewed and amended to give priority to personal experience and expertise rather than limited to educational attainments. (For example, State Fish and Game Subsistence Division positions are largely held by non-native individuals.)
4. State statutes regulating teacher certification should be reviewed and amended to accept teacher-aide training and experience in becoming a certified teacher.

5. The State of Alaska should actively recruit rural Native women to participate in university teacher training programs.

6. State local hire requirements should be expanded to insure local community employment in all state jobs and projects (i.e., public works, resource development) which are within or adjacent to that community.

7. The state should review which state positions in urban communities could be shared by two rural residents on the North Slope on a rotating basis similar to oil industry jobs which are shared by two individuals on a two-weeks-on, two-weeks-off basis.

8. A counseling and assistance program should be implemented in rural villages to help women who wish to seek employment in the regional or urban centers. Information on housing, child care, and transportation as well as information on budgeting and employment possibilities are necessary for women making the transition from villages to larger communities.

Issue: Native women have less education and job experience than majority women or men in Alaska, and this is a barrier to competing for and obtaining good jobs.

The following recommendations are to promote the development of job-related skills and career advancement. State agencies and state-funded institutions (schools and universities) should establish:

1. On-the-job training, including a focus on English as a second language.
2. Career advancement counseling.
3. Career ladder programs.
4. Assertiveness training with emphasis on communication skills.

The following recommendations are to increase the educational opportunities for Native women. A priority should be placed on the educational attainment necessary to obtain those jobs which are already available in rural communities.

1. The state should expand the G.E.D. program.
2. The University of Alaska should expand its rural-based delivery system.
3. The University of Alaska should initiate a campaign to recruit Native women to participate in teacher-training programs and business administration.
4. The State Post-Secondary Commission should specifically allocate state scholarship loans for teacher training.

Issue: Discrimination against Native women in obtaining employment and career advancement.

The following recommendations are to implement current state policies and to sensitize both Native women and employers and supervisors to cross-cultural factors which serve to limit Native women employment.

1. The State of Alaska should develop an active recruitment program to place Native women in state jobs. Local governments should also be encouraged to have similar recruitment programs.
2. All state agencies and state-funded institutions should be required to sponsor cross-cultural training programs, noting particularly communication differences between Native and non-native workers.
3. The Human Rights Commission should conduct civil rights training programs for both employers and employees on laws against discrimination and remedies and services that are available.
4. The Human Rights Commission should analyze labor union requirements which systematically exclude Native women from employment in enclave developments. (For example, culinary unions require a minimum of a given number of hours in food or hotel industry jobs.) Native women living in rural Alaska do not have experience in restaurant or hotel jobs, but could be trained on the job.

Issue: Child care may become a barrier to employment as more Native women enter the job market.

Child care is not a major issue when employment opportunities are limited. In this case, unemployed relatives are generally available to

care for the employed women's children. If more Native women enter the wage market, this situation is likely to alter. The following recommendations are based on current conditions.

1. The state should certify babysitters or in-home care.
2. The state should revise day care standards to make them appropriate for village homes.

APPENDIX

APPENDIX A

LABOR FORCE TABLES

TABLE A-5. LABOR FORCE AND EMPLOYMENT
RURAL-URBAN
(1980)

	Native Females								
	Total 15-64 Years	Labor Force Participation		Employed		Unemployed		Experienced Some Unemployment During 1979	
		No.	Percent*	No.	Percent*	No.	Percent*	No.	Percent*
Urban									
Anchorage	3374	1761	52.19	1423	42.18	338	10.02	847	25.10
Fairbanks North	1199	449	37.45	378	31.53	71	5.92	288	24.02
Juneau	745	463	62.15	430	57.72	33	4.43	187	25.10
Ketchikan Gatew	487	232	47.64	199	40.86	33	6.78	73	14.99
TOTAL	5805	2905	50.	2430	42.	475	8.	1395	24.
Rural									
Aleutian Island	561	175	31.19	166	29.59	9	1.60	45	8.02
Bethel	2623	892	34.01	802	30.58	90	3.43	293	11.17
Bristol Bay	127	59	46.46	44	34.65	15	11.81	49	38.58
Dillingham	1068	422	39.51	313	29.31	109	10.21	155	14.51
Haines	74	35	47.30	30	40.54	5	6.76	19	25.68
Kenai Peninsula	573	282	49.21	206	35.95	76	13.26	127	22.16
Kobuk	1140	515	45.18	438	38.42	77	6.75	288	25.26
Kodiak Island	531	198	37.29	171	32.20	27	5.08	80	15.07
Matanuska-Susit	252	121	48.02	104	41.27	17	6.75	25	9.92
Nome	1404	595	42.38	519	36.97	76	5.41	274	19.52
North Slope	935	455	48.66	416	44.49	39	4.17	148	15.83
Prince of Wales	469	234	49.89	209	44.56	25	5.33	97	20.68
Sitka	546	333	60.99	301	55.13	32	5.86	105	19.23
Skagway-Yakutat	426	234	54.93	199	46.71	35	8.22	184	43.19
Southeast Fairb	199	87	43.72	60	30.15	27	13.57	45	22.61
Valdez-Cordova	349	157	44.99	123	35.24	34	9.74	53	15.19
Wade Hampton	1198	424	35.39	349	29.13	75	6.26	182	15.19
Wrangell-Peters	355	167	47.04	154	43.38	13	3.66	78	21.97
Yukon-Koyukuk	1228	520	42.35	457	37.21	63	5.13	266	21.66
TOTAL	14058	5905	42.	5061	36.	844	6.	2513	18.

*All percents calculated as a percentage of total persons 15-64 years of age.

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A-6. LABOR FORCE AND EMPLOYMENT
RURAL-URBAN
(1980)

	White Females								
	Total 15-64 Years	Labor Force Participation		Employed		Unemployed		Experienced Some Unemployment During 1979	
		No.	Percent*	No.	Percent*	No.	Percent*	No.	Percent*
Urban									
Anchorage	51344	33641	65.52	31825	61.98	1816	3.54	7649	14.90
Fairbanks North	14801	9172	61.97	8386	56.66	786	5.31	2844	19.21
Juneau	5840	4387	75.12	4169	71.39	218	3.73	921	15.77
Ketchikan Gatew	3088	1929	62.47	1832	59.33	97	3.14	400	12.95
TOTAL	75073	49129	65.	46212	62.	2917	4.	11814	16.
Rural									
Aleutian Island	1290	989	76.67	926	71.78	63	4.88	216	16.74
Bethel	537	436	81.19	416	77.47	20	3.72	98	18.25
Bristol Bay	130	73	56.15	67	51.54	6	4.62	26	20.00
Dillingham	370	271	73.24	268	72.43	3	0.81	33	8.92
Haines	484	252	52.07	236	48.76	16	3.31	62	12.81
Kenai Peninsula	7401	3756	50.75	3182	42.99	574	7.76	1036	14.00
Kobuk	212	169	79.72	166	78.30	3	1.42	18	8.49
Kodiak Island	2188	1398	63.89	1300	59.41	98	4.48	380	17.37
Matanuska-Susit	5287	2645	50.03	2349	44.43	296	5.60	707	13.37
Nome	437	314	71.85	310	70.94	4	0.92	82	18.76
North Slope	217	186	85.71	184	84.79	2	0.92	28	12.90
Prince of Wales	608	307	50.49	297	48.85	10	1.64	101	16.61
Sitka	1843	1213	65.82	1195	64.84	18	0.98	288	15.63
Skagway-Yakutat	604	346	57.28	281	46.52	65	10.76	163	26.99
Southeast Fairb	1336	727	54.42	615	46.03	112	8.38	200	14.97
Valdez-Cordova	2244	1324	59.00	1250	55.70	74	3.30	331	14.75
Wade Hampton	97	95	97.94	95	97.94	0	0.	19	19.59
Wrangell-Peters	1499	939	62.64	858	57.24	81	5.40	200	13.34
Yukon-Koyukuk	930	455	48.92	417	44.84	38	4.09	169	18.17
TOTAL	27714	15895	57.	14412	52.	1483	5.	4157	15.

*All percents calculated as a percentage of total persons 15-64 years of age.

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A-11. LABOR FORCE AND EMPLOYMENT
BY ETHNIC REGIONS
(1980)

	Native Females								
	Total 15-64 Years	Labor Force Participation		Employed		Unemployed		Experienced Some Unemployment During 1979	
		No.	Percent*	No.	Percent*	No.	Percent*	No.	Percent*
Eskimo Ethnic Region									
Bethel	2623	892	34.01	802	30.58	90	3.43	293	11.17
Kobuk	1140	515	45.18	438	38.42	77	6.75	288	25.26
Nome	1404	595	42.38	519	36.97	76	5.41	274	19.52
North Slope	935	455	48.66	416	44.49	39	4.17	148	15.83
Wade Hampton	1198	424	35.39	349	29.13	75	6.26	182	15.19
TOTAL	7300	2881	40.	2524	35.	357	5.	1185	16.
Aleut Ethnic Region									
Aleutian Island	561	175	31.19	166	29.59	9	1.60	45	8.02
Bristol Bay	127	59	46.46	44	34.65	15	11.81	49	38.58
Kodiak Island	531	198	37.29	171	32.20	27	5.08	80	15.07
TOTAL	1219	432	35.	381	31.	51	4.	174	14.
Tlingit Haida Ethnic Region									
Haines	74	35	47.30	30	40.54	5	6.76	19	25.68
Juneau	745	463	62.15	430	57.72	33	4.43	187	25.10
Ketchikan Gatew	487	232	47.64	199	40.86	33	6.78	73	14.99
Prince of Wales	469	234	49.89	209	44.56	25	5.33	97	20.68
Sitka	546	333	60.99	301	55.13	32	5.86	105	19.23
Skagway-Yakutat	426	234	54.93	199	46.71	35	8.22	184	43.19
Wrangell-Petersburg	355	167	47.04	154	43.38	13	3.66	78	21.97
TOTAL	3102	1698	55.	1522	49.	176	6.	743	24.
Athabaskan									
Southeast Fairbanks	199	87	43.72	60	30.15	27	13.57	45	22.61
Yukon-Koyukuk	1228	520	42.35	457	37.21	63	5.13	266	21.66
TOTAL	1427	607	43.	517	36.	90	6.	311	22.

*All percents calculated as a percentage of total persons 15-64 years of age.

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.12. LABOR FORCE AND EMPLOYMENT
BY ETHNIC REGIONS
(1980)

	White Females								
	Total 15-64 Years	Labor Force Participation		Employed		Unemployed		Experienced Some Unemployment During 1979	
		No.	Percent*	No.	Percent*	No.	Percent*	No.	Percent*
Eskimo Ethnic Region									
Bethel	537	436	81.19	416	77.47	20	3.72	98	18.25
Kobuk	212	169	79.72	166	78.30	3	1.42	18	8.49
Nome	437	314	71.85	310	70.94	4	0.92	82	18.76
North Slope	217	186	85.71	184	84.79	2	0.92	28	12.90
Wade Hampton	97	95	97.94	95	97.94	0	0.	19	19.59
TOTAL	1500	1200	80.	1171	78.	29	2.	245	16.
Aleut Ethnic Region									
Aleutian Island	1290	989	76.67	926	71.78	63	4.88	216	16.74
Bristol Bay	130	73	56.15	67	51.54	6	4.62	26	20.00
Kodiak Island	2188	1398	63.89	1300	59.41	98	4.48	380	17.37
TOTAL	3608	2460	68.	2293	64.	167	5.	622	17.
Tlingit Haida Ethnic Region									
Haines	484	252	52.07	236	48.76	16	3.31	62	12.81
Juneau	5840	4387	75.12	4169	71.39	218	3.73	921	15.77
Ketchikan Gatew	3088	1929	62.47	1832	59.33	97	3.14	400	12.95
Prince of Wales	608	307	50.49	297	48.85	10	1.64	101	16.61
Sitka	1843	1213	65.82	1195	64.84	18	0.98	288	15.63
Skagway-Yakutat	604	346	57.28	281	46.52	65	10.76	163	26.99
Wrangell-Petersburg	1499	939	62.64	858	57.24	81	5.40	200	13.34
TOTAL	13966	9373	67.	8868	64.	505	4.	2135	15.
Athabaskan									
Southeast Fairbanks	1336	727	54.42	615	46.03	112	8.38	200	14.97
Yukon-Koyukuk	930	455	48.92	417	44.84	38	4.09	169	18.17
TOTAL	2266	1182	52.	1032	46.	150	7.	369	16.

*All percents calculated as a percentage of total persons 15-64 years of age.

SOURCE: U.S. Census adapted by C. K. Thomas.

Alaska and United States

Labor Force Characteristics - 1980

	Alaska	United States
Labor Force Status 1980		
Persons 16 Years and Over	286,389	171,182,857
Labor Force	205,922	106,065,807
Percent of Persons 16 Years and Over	71.9	62.0
Civilian Labor Force	183,885	104,531,047
Employed	166,421	97,631,061
Unemployed	17,464	6,899,986
Percent of Civilian Labor Force	9.5	6.6
Not in Labor Force	80,467	65,117,050
Female, 16 Years and Over	132,968	89,435,850
Labor Force	80,255	44,740,543
Percent of Female, 16 Years and Over	60.4	50.0
Civilian Labor Force	77,833	44,600,005
Employed	71,733	41,672,184
Unemployed	6,100	2,927,821
Percent of Civilian Labor Force	7.8	6.6
Not in Labor Force	52,713	44,695,307
Female, 16 Years and Over	132,968	89,435,850
With Own Children Under 6 Years	31,000	13,554,175
In Labor Force	15,080	6,211,979
With Own Children 6 to 17 Years Only	28,863	16,960,095
In Labor Force	18,648	10,713,045

Source: Alaska Department of Labor

Labor Force Participation

Rates by Sex, Race and Ethnic Origin - 1980

	Both Sexes					
	Total	White	Black	Native	Asian	Spanish
State	72.0	75.0	84.0	49.0	74.0	78.0
Nation	62.0	62.0	59.0	—	66.0	63.0
Aleutian Islands	80.0	90.0	97.0	40.0	84.0	95.0
Anchorage	76.0	77.0	84.0	58.0	73.0	75.0
Bethel	50.0	89.0	95.0	40.0	71.0	93.0
Bristol Bay	75.0	83.0	100.0	51.0	—	94.0
Dillingham	52.0	81.0	—	41.0	—	—
Fairbanks North Star	74.0	75.0	79.0	48.0	62.0	75.0
Haines	65.0	65.0	—	—	—	—
Juneau	79.0	81.0	71.0	65.0	66.0	77.0
Kenai Peninsula	69.0	64.0	91.0	58.0	67.0	71.0
Ketchikan Gateway	71.0	74.0	—	55.0	65.0	60.0
Kobuk	52.0	87.0	—	45.0	—	86.0
Kodiak Island	75.0	78.0	71.0	49.0	94.0	87.0
Matanuska-Susitna	63.0	63.0	69.0	50.0	26.0	65.0
Nome	53.0	81.0	—	43.0	—	74.0
North Slope	70.0	94.0	—	60.0	83.0	100.0
Prince of Wales-Outer Ketchikan	66.0	71.0	81.0	59.0	38.0	—
Sitka	75.0	76.0	—	68.0	83.0	79.0
Skagway-Yakutat-Angoon	65.0	70.0	—	56.0	—	—
Southeast Fairbanks	71.0	74.0	94.0	45.0	30.0	69.0
Valdez-Cordova	69.0	71.0	91.0	47.0	100.0	76.0
Wade Hampton	46.0	93.0	—	42.0	—	—
Wrangell-Petersburg	70.0	73.0	—	53.0	69.0	81.0
Yukon-Koyukuk	55.0	73.0	94.0	37.0	—	66.0

Source: Alaska Department of Labor

APPENDIX B

EDUCATION TABLES

TABLE 1.B. YEARS OF SCHOOL COMPLETED BY
NATIVE PERSONS 25 YEARS OLD AND OVER
BY URBAN AND RURAL REGIONS—1980

	Less Than High School Graduate		High School Graduate		1-3 Years of College		4 or More Years of College	
	No.	%	No.	%	No.	%	No.	%
Urban								
Anchorage	1356	34.14	1648	41.49	578	14.55	390	9.82
Fairbanks North Star	574	43.82	440	33.59	214	16.34	82	6.26
Juneau	211	22.21	496	52.21	169	17.79	74	7.79
Ketchikan Gateway	263	41.09	257	40.16	108	16.88	12	1.88
	2404	35%	2841	41%	1069	16%	558	8%
Rural								
Aleutian Island	571	63.52	273	30.37	45	5.01	10	1.11
Bethel	2567	68.75	806	21.59	260	6.96	101	2.70
Bristol Bay	70	45.16	63	40.65	19	12.26	3	1.94
Dillingham	879	60.66	427	29.47	117	8.07	26	1.79
Haines	53	45.30	52	44.44	12	10.26	0	0.
Kenai Peninsula	371	46.32	300	37.45	115	14.36	15	1.87
Kobuk	1046	64.65	417	25.77	128	7.91	27	1.67
Kodiak Island	466	54.95	311	36.67	50	5.90	21	2.48
Matanuska-Susitna	133	42.90	124	40.00	41	13.23	12	3.87
Nome	1333	60.37	647	29.30	210	9.51	18	0.82
North Slope	821	60.50	370	27.27	139	10.24	27	1.99
Prince of Wales-Oute	339	46.37	273	37.35	108	14.77	11	1.50
Sitka	318	44.60	265	37.17	121	16.97	9	1.26
Skagway-Yakutat-Ango	347	52.50	240	36.31	61	9.23	13	1.97
Southeast Fairbanks	212	64.05	59	17.82	48	14.50	12	3.63
Valdez-Cordova	313	58.72	169	31.71	51	9.57	0	0.
Wade Hampton	1219	71.29	350	20.47	115	6.73	26	1.52
Wrangell-Petersburg	216	40.68	207	38.98	95	17.89	13	2.45
Yukon-Koyukuk	1103	58.39	574	30.39	164	8.68	48	2.54
	12377	60%	5927	29%	1899	9%	392	2%

SOURCE: U.S. Census data as adapted by C. K. Thomas and Associates.

TABLE 2.B. YEARS OF SCHOOL COMPLETED BY WHITE PERSONS 25 YEARS OLD AND OVER BY URBAN AND RURAL REGIONS--1980

	Less Than High School Graduate		High School Graduate		1-3 Years of College		4 or More Years of College	
	No.	%	No.	%	No.	%	No.	%
Urban								
Anchorage	8228	10.10	31947	39.21	20832	25.57	20460	25.11
Fairbanks North Star	2698	10.94	10240	41.51	5848	23.70	5884	23.85
Juneau	635	6.43	3281	33.24	2341	23.72	3614	36.61
Ketchikan Gateway	807	14.62	2374	43.01	1262	22.86	1077	19.51
	12368	10%	47842	39%	30283	25%	31035	26%
Rural								
Aleutian Island	195	8.37	1061	45.54	586	25.15	488	20.94
Bethel	35	3.44	241	23.67	209	20.53	533	52.36
Bristol Bay	39	10.21	152	39.79	95	24.87	96	25.13
Dillingham	50	7.49	184	27.54	120	17.96	314	47.01
Haines	151	18.33	320	38.83	166	20.15	187	22.69
Kenai Peninsula	2031	16.08	5638	44.65	2828	22.40	2130	16.87
Kobuk	26	5.76	97	21.51	76	16.85	252	55.88
Kodiak Island	470	12.20	1567	40.66	997	25.87	820	21.28
Matanuska-Susitna	1626	17.60	3730	40.38	2198	23.79	1684	18.23
Nome	52	6.32	188	22.84	186	22.60	397	48.24
North Slope	68	10.24	173	26.05	198	29.82	225	33.89
Prince of Wales-Oute	256	21.42	529	44.27	224	18.74	186	15.56
Sitka	414	12.63	1263	38.54	773	23.59	827	25.24
Skagway-Yakutat-Ango	196	16.50	522	43.94	212	17.85	258	21.72
Southeast Fairbanks	332	14.60	1120	49.25	425	18.69	397	17.46
Valdez-Cordova	572	14.16	1706	42.23	1041	25.77	721	17.85
Wade Hampton	3	1.94	18	11.61	20	12.90	114	73.55
Wrangell-Petersburg	546	19.40	1046	37.17	646	22.96	576	20.47
Yukon-Koyukuk	209	10.40	814	40.52	497	24.74	489	24.34
	7271	15%	20369	41%	11497	23%	10694	21%

SOURCE: U.S. Census data as adapted by C. K. Thomas and Associates.

TABLE 3.B. YEARS OF SCHOOL COMPLETED BY NATIVE PERSONS 25 YEARS OLD AND OVER BY ETHNIC REGION--1980

	Less Than High School Graduate		High School Graduate		1-3 Years of College		4 or More Years of College	
	No.	%	No.	%	No.	%	No.	%
Eskimo Ethnic Region								
Bethel	2567	68.75	806	21.59	260	6.96	101	2.70
Kobuk	1046	64.65	417	25.77	128	7.91	27	1.67
Nome	1333	60.37	647	29.30	210	9.51	18	0.82
North Slope	821	60.50	370	27.27	139	10.24	27	1.99
Wade Hampton	1219	71.29	350	20.47	115	6.73	26	1.52
	6986	66%	2590	24%	852	8%	199	2%
Aleut Ethnic Region								
Aleutian Island	571	63.52	273	30.37	45	5.01	10	1.11
Bristol Bay	70	45.16	63	40.65	19	12.26	3	1.94
Kodiak Island	466	54.95	311	36.67	50	5.90	21	2.48
	1107	58%	647	34%	114	6%	34	2%
Tlingit Haida Ethnic Region								
Haines	53	45.30	52	44.44	12	10.26	0	0.
Juneau	211	22.21	496	52.21	169	17.79	74	7.79
Ketchikan Gateway	263	41.09	257	40.16	108	16.88	12	1.88
Prince of Wales-Oute	339	46.37	273	37.35	108	14.77	11	1.50
Sitka	318	44.60	265	37.17	121	16.97	9	1.26
Skagway-Yakutat-Ango	347	52.50	240	36.31	61	9.23	13	1.97
Wrangell-Petersburg	216	40.68	207	38.98	95	17.89	13	2.45
	1747	40%	1790	41%	674	16%	132	3%
Athabaskan Ethnic Region								
Southeast Fairbanks	212	64.05	59	17.82	48	14.50	12	3.63
Yukon-Koyukuk	1103	58.39	574	30.39	164	8.68	48	2.54
	1315	59%	633	29%	212	10%	60	3%

SOURCE: U.S. Census data as adapted by C. K. Thomas and Associates.

APPENDIX C

FAMILY INCOME TABLES

TABLE C-7. WHITE FAMILY INCOME
BY RURAL-URBAN
(1979)

	White Families							
	Total	Income Under $10,000		Income Between $10,000-$20,000		Income Between $20,000-$30,000		Income of $35,000 & Over	
		No.	Percent	No.	Percent	No.	Percent	No.	Percent
Urban									
Anchorage	38440	3750	9.76	6788	17.66	10648	27.70	17254	44.89
Fairbanks North	11650	1713	14.70	2297	19.72	3205	27.51	4435	38.07
Juneau	4303	240	5.58	512	11.90	1177	27.35	2374	55.17
Ketchikan Gatew	2568	199	7.75	377	14.68	893	34.77	1099	42.80
TOTAL	56961	5902	10.36	9974	17.51	15923	27.96	25162	44.17
Rural									
Aleutian Island	811	98	12.08	317	39.09	221	27.25	175	21.58
Bethel	421	40	9.50	66	15.68	114	27.08	201	47.74
Bristol Bay	115	0	0.	8	6.96	36	31.30	71	61.74
Dillingham	296	42	14.19	58	19.59	69	23.31	127	42.91
Haines	368	63	17.12	82	22.28	121	32.88	102	27.72
Kenai Peninsula	6056	986	16.28	1122	18.53	1643	27.13	2305	38.06
Kobuk	179	10	5.59	15	8.38	65	36.31	89	49.72
Kodiak Island	1706	175	10.32	332	19.46	462	27.08	736	43.14
Matanuska-Susitna	4416	657	14.88	944	21.38	1325	30.00	1490	33.74
Nome	357	25	7.00	54	15.13	106	29.69	172	48.18
North Slope	142	2	1.41	20	14.08	31	21.83	89	62.68
Prince of Wales	556	106	19.06	81	14.57	206	37.05	163	29.32
Sitka	1472	77	5.23	247	16.78	456	30.98	692	47.01
Skagway-Yakutat	528	77	14.58	69	13.07	154	29.17	228	43.18
Southeast Fairbanks	1157	301	26.02	359	31.03	287	24.81	210	18.15
Valdez-Cordova	1698	245	14.43	272	16.02	351	20.67	830	48.88
Wade Hampton	54	6	11.11	4	7.41	19	35.19	25	46.30
Wrangell-Petersburg	1259	99	7.86	221	17.55	476	37.81	463	36.78
Yukon-Koyukuk	748	150	20.05	111	14.84	197	26.34	290	38.77
TOTAL	22339	3160	14.15	4382	19.62	6339	28.37	8458	37.86

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE C.2. NATIVE FAMILY INCOME
BY RURAL-URBAN
(1979)

	Total	Native Families							
		Income Under $10,000		Income Between $10,000-$20,000		Income Between $20,000-$30,000		Income of $35,000 & Over	
		No.	Percent	No.	Percent	No.	Percent	No.	Percent
Urban									
Anchorage	1807	572	31.65	419	23.19	425	23.52	391	21.64
Fairbanks North	504	168	33.33	107	21.23	139	27.58	90	17.86
Juneau	414	77	18.60	105	25.36	115	27.78	117	28.26
Ketchikan Gatew	222	48	21.62	74	33.33	61	27.48	39	17.57
TOTAL	2947	865	29.35	705	23.92	740	25.11	637	21.62
Aleutian Island	402	85	21.14	96	23.88	88	21.89	133	33.08
Bethel	1601	680	42.47	459	28.67	321	20.05	141	8.81
Bristol Bay	0	0	0.	0	0.	0	0.	0	0.
Dillingham	723	282	39.00	125	17.29	161	22.27	155	21.44
Haines	55	13	23.64	16	29.09	13	23.64	13	23.64
Kenai Peninsula	357	77	21.57	71	19.89	95	26.61	114	31.93
Kobuk	708	256	36.16	224	31.64	146	20.62	82	11.58
Kodiak Island	408	134	32.84	61	14.95	119	29.17	94	23.04
Matanuska-Susitna	100	28	28.00	17	17.00	25	25.00	30	30.00
Nome	935	389	41.60	259	27.70	196	20.96	91	9.73
North Slope	596	104	17.45	85	14.26	169	28.36	238	39.93
Prince of Wales	351	48	13.68	104	29.63	125	35.61	74	21.08
Sitka	344	59	17.15	85	24.71	72	20.93	128	37.21
Skagway-Yakutat	281	92	32.74	75	26.69	70	24.91	44	15.66
Southeast Fairbanks	144	71	49.31	38	26.39	18	12.50	17	11.81
Valdez-Cordova	218	77	35.32	46	21.10	44	20.18	51	23.39
Wade Hampton	764	306	40.05	279	36.52	135	17.67	44	5.76
Wrangell-Petersburg	214	30	14.02	63	29.44	73	34.11	48	22.43
Yukon-Koyukuk	828	461	55.68	209	25.24	126	15.22	32	3.86
TOTAL	9029	3192	35.35	2312	25.61	1996	22.11	1529	16.93

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE C-3. NATIVE ANNUAL FAMILY INCOME
BY ETHNIC REGION
(1979)

	Native Families							
	Total	Income Under $10,000		Income Between $10,000-$20,000		Income Between $20,000-$30,000		Income of $35,000 & Over	
		No.	Percent	No.	Percent	No.	Percent	No.	Percent
Eskimo Ethnic Region									
Bethel	1601	680	42.47	459	28.67	321	20.05	141	8.81
Kobuk	708	256	36.16	224	31.64	146	20.62	82	11.58
Nome	935	389	41.60	259	27.70	196	20.96	91	9.73
North Slope	596	104	17.45	85	14.26	169	28.36	238	39.93
Wade Hampton	764	306	40.05	279	36.52	135	17.67	44	5.76
TOTAL	4604	1735	37.68	1306	28.37	967	21.00	596	12.95
Aleut Ethnic Region									
Aleutian Island	402	85	21.14	96	23.88	88	21.89	133	33.08
Bristol Bay	0	0	0.	0	0.	0	0.	0	0.
Kodiak Island	408	134	32.84	61	14.95	119	29.17	94	23.04
TOTAL	810	219	27.04	157	19.38	207	25.56	227	28.02
Tlingit Haida Ethnic Region									
Haines	55	13	23.64	16	29.09	13	23.64	13	23.64
Juneau	414	77	18.60	105	25.36	115	27.78	117	28.26
Ketchikan Gatew	222	48	21.62	74	33.33	61	27.48	39	17.57
Prince of Wales	351	48	13.68	104	29.63	125	35.61	74	21.08
Sitka	344	59	17.15	85	24.71	72	20.93	128	37.21
Skagway-Yakutat	281	92	32.74	75	26.69	70	24.91	44	15.66
Wrangell-Petersburg	214	30	14.02	63	29.44	73	34.11	48	22.43
TOTAL	1881	367	19.52	522	27.75	529	28.12	463	24.61
Athabaskan Ethnic Region									
Southeast Fairbanks	144	71	49.31	38	26.39	18	12.50	17	11.81
Yukon-Koyukuk	828	461	55.68	209	25.24	126	15.22	32	3.86
TOTAL	972	532	54.73	247	25.41	144	14.82	49	5.04

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE C-4. WHITE ANNUAL FAMILY INCOME
BY ETHNIC REGION
(1979)

		White Families							
	Total	Income Under $10,000		Income Between $10,000-$20,000		Income Between $20,000-$30,000		Income of $35,000 & Over	
		No.	Percent	No.	Percent	No.	Percent	No.	Percent
Eskimo Ethnic Region									
Bethel	421	40	9.50	66	15.68	114	27.08	201	47.74
Kobuk	179	10	5.59	15	8.38	65	36.31	89	49.72
Nome	357	25	7.00	54	15.13	106	29.69	172	48.18
North Slope	142	2	1.41	20	14.08	31	21.83	89	62.68
Wade Hampton	54	6	11.11	4	7.41	19	35.19	25	46.30
TOTAL	1153	83	7.20	159	13.79	335	29.05	576	49.96
Aleut Ethnic Region									
Aleutian Island	811	98	12.08	317	39.09	221	27.25	175	21.58
Bristol Bay	115	0	0.	8	6.96	36	31.30	71	61.74
Kodiak Island	1706	176	10.32	332	19.46	462	27.08	736	43.14
TOTAL	2632	274	10.41	657	24.96	719	27.32	982	37.31
Tlingit Haida Ethnic Region									
Haines	368	63	17.12	82	22.28	121	32.88	102	27.72
Juneau	4303	240	5.58	512	11.90	1177	27.35	2374	55.17
Ketchikan Gatew	2568	199	7.75	377	14.68	893	34.77	1099	42.80
Prince of Wales	556	106	19.06	81	14.57	206	37.05	163	29.32
Sitka	1472	77	5.23	247	16.78	456	30.98	692	47.01
Skagway-Yakutat	528	77	14.58	69	13.07	154	29.17	228	43.18
Wrangell-Petersburg	1259	99	7.86	221	17.55	476	37.81	463	36.78
TOTAL	11054	861	7.79	1589	14.37	3483	31.51	5121	46.33
Athabaskan Ethnic Region									
Southeast Fairbanks	1157	301	26.02	359	31.03	287	24.81	210	18.15
Yukon-Koyukuk	748	150	20.05	111	14.84	197	26.34	290	38.77
TOTAL	1905	451	23.67	470	24.67	484	25.41	500	26.25

SOURCE: U.S. Census adapted by C. K. Thomas.

APPENDIX D

EMPLOYMENT

TABLE 1.D. TOTAL EMPLOYED
CLASS OF WORKERS BY RURAL-URBAN
1980

	Private Wage & Salary Workers		Federal Civilian Workers		Military		State Government Workers		Local Government Workers		Self-Employed		Unpaid Family Worker		Total Employed
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Urban															
Anchorage	50156	57.40	9769	11.18	9620	11.01	6233	7.13	6491	7.43	4920	5.63	185	0.21	87374
Fairbanks North	12199	47.92	2431	9.55	4648	18.26	2815	11.06	1747	6.86	1576	6.19	43	0.17	25459
Juneau	4138	39.25	1197	11.35	182	1.73	3364	31.91	913	8.66	727	6.90	21	0.20	10542
Ketchikan Gatew	3509	62.40	364	6.47	213	3.79	598	10.63	469	8.34	421	7.49	49	0.87	5623
TOTAL	70002	54%	13761	11%	14663	11%	13010	10%	9620	7%	7644	6%	298		128998
Rural															
Aleutian Island	1420	33.20	506	11.83	1845	43.14	228	5.33	185	4.33	91	2.13	2	0.05	4277
Bethel	912	29.74	818	26.67	54	1.76	755	24.62	428	13.96	88	2.87	12	0.39	3067
Bristol Bay	114	18.84	77	12.73	323	53.39	40	6.61	34	5.62	17	2.81	0	0.	605
Dillingham	467	35.68	170	12.99	1	0.08	370	28.27	196	14.97	103	7.87	2	0.15	1309
Haines	385	52.67	59	8.07	0	0.	77	10.53	84	11.49	121	16.55	5	0.68	731
Kenai Peninsula	6191	63.85	400	4.13	74	0.76	657	6.78	1132	11.67	1165	12.02	77	0.79	9696
Kobuk	384	30.82	142	11.40	40	3.21	442	35.47	219	17.58	17	1.36	2	0.16	1246
Kodiak Island	2707	53.94	376	7.49	654	13.03	311	6.20	456	9.09	489	9.74	26	0.52	5019
Matanuska-Susitna	3771	57.77	620	9.50	51	0.78	774	11.86	608	9.31	676	10.36	28	0.43	6528
Nome	787	42.00	308	16.44	43	2.29	357	19.05	307	16.38	65	3.47	7	0.37	1874
North Slope	819	44.13	70	3.77	122	6.57	148	7.97	666	35.88	24	1.29	7	0.38	1856
Prince of Wales	1051	65.04	101	6.25	0	0.	145	8.97	215	13.30	95	5.88	9	0.56	1616
Sitka	1990	52.11	690	18.07	193	5.05	280	7.33	329	8.61	332	8.69	5	0.13	3819
Skagway-Yakutat	644	49.58	130	10.01	5	0.38	159	12.24	224	17.24	131	10.08	6	0.46	1299
Southeast Fairb	572	24.88	420	18.27	780	33.93	303	13.18	82	3.57	123	5.35	19	0.83	2299
Valdez-Cordova	2148	55.66	285	7.39	158	4.09	373	9.67	498	12.90	382	9.90	15	0.39	3859
Wade Hampton	307	31.23	198	20.14	19	1.93	272	27.67	175	17.80	9	0.92	3	0.31	983
Wrangell-Peters	1626	57.76	247	8.77	15	0.53	182	6.47	372	13.21	342	12.15	31	1.10	2815
Yukon-Koyukuk	791	30.60	364	14.08	567	21.93	396	15.32	340	13.15	101	3.91	26	1.01	2585
TOTAL	27086	49%	5981	11%	4944	11%	6269	11%	6550	12%	4371	8%	282		55483

SOURCE: U.S. Census adapted by C. K. Thomas.

APPENDIX E

DISTRIBUTION OF OCCUPATIONS

TABLE A.1. DISTRIBUTION OF WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

	Executive Admin Management	%	Professional Special Occupations	%	Teachers Except Postsecond	%	Technical	%	Sales	%
Urban										
Anchorage Borough	4811	12.77	3113	8.26	2351	6.24	972	2.58	4322	11.47
Fairbanks Nor.	1096	10.98	916	9.17	730	7.31	256	2.56	1220	12.22
Juneau Borough	825	16.54	521	10.45	275	5.51	172	3.45	382	7.66
Ketchikan Gatw.	269	12.07	187	8.39	151	6.77	65	2.92	232	10.41
Total Urban	7001		4737		3507		1465		6156	
% of All Occupations		12.76		8.63		6.39		2.67		11.22
Rural										
Aleutian Islands	62	6.13	19	1.88	97	9.58	13	1.28	93	9.19
Bethel Census Division	117	8.67	121	8.97	282	20.90	20	1.48	70	5.19
Bristol Bay Borough	13	10.00	4	3.08	10	7.69	6	4.62	12	9.23
Dillingham Census Div.	56	8.01	50	7.15	161	23.03	5	0.72	28	4.01
Haines Borough	30	10.00	8	2.67	44	14.67	23	7.67	31	10.33
Kenai Peninsula	269	6.50	238	5.75	378	9.14	92	2.22	468	11.32
Kobuk Census Division	66	9.69	43	6.31	141	20.70	15	2.20	38	5.58
Kodiak Island	175	9.58	112	6.13	128	7.01	20	1.09	177	9.69
Matanuska-Susitna	276	9.91	170	6.10	290	10.41	47	1.69	284	10.20
Nome Census Division	47	5.15	56	6.13	179	19.61	14	1.53	73	8.00
North Slope Borough	43	6.94	17	2.74	105	16.94	23	3.71	49	7.90
Prince of Wales	41	7.40	28	5.05	96	17.33	14	2.53	34	6.14
Sitka Borough	142	9.01	125	7.93	115	7.30	75	4.76	139	8.82
Skagway-Yakutat	30	5.08	30	5.08	58	9.81	2	0.34	71	12.01
Southeast Fairbanks	45	5.73	44	5.61	133	16.94	6	0.76	77	9.81
Valdez-Cordova	130	8.61	140	9.27	163	10.79	49	3.25	107	7.09
Wade Hampton	15	2.96	6	1.18	127	25.05	0	0.	54	10.65
Wrangell-Petersburg	71	6.36	105	9.40	85	7.61	34	3.04	123	11.01
Yukon-Koyukuk	88	9.31	51	5.40	183	19.37	15	1.59	39	4.13
Total Rural	1716		1367		2775		473		1967	
% of All Occupations		7.79		6.20		12.59		2.15		8.93
Total State	8717		6104		6282		1938		8123	
% of All Occupations		11.33		7.94		8.17		2.52		10.56

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.1. DISTRIBUTION OF WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

			Administrative Support							
	Total	%	Secretary Steno Typist	%	Mail and Message Distributing	%	Computer Equipment Operator	%	Teachers Aides	%
Urban										
Anchorage Borough	13923	36.95	4682	12.43	249	0.66	485	1.29	50	0.13
Fairbanks Borough	3130	31.35	1026	10.28	83	0.83	73	0.73	9	0.09
Juneau Borough	2053	41.17	828	16.60	19	0.38	84	1.68	11	0.22
Ketchikan Gat.	607	27.23	187	8.39	0	0.	5	0.22	11	0.49
Total Urban	19713		6723		351		647		8	
% All Occupations		35.92		12.25		0.64		1.18		0.15
Rural										
Aleutian Islands	315	31.13	92	9.09	9	0.89	2	0.20	6	0.59
Bethel Census Division	324	24.02	109	8.08	10	0.74	14	1.04	30	2.22
Bristol Bay Borough	43	33.08	13	10.00	2	1.54	0	0.	3	2.31
Dillingham Census Div.	155	22.17	43	6.15	6	0.86	2	0.29	16	2.29
Haines Borough	69	23.00	26	8.67	0	0.	0	0.	3	1.00
Kenai Peninsula	1206	29.16	399	9.65	51	1.23	18	0.44	12	0.29
Kobuk Census Division	156	[illegible].91	44	6.46	7	1.03	2	0.29	16	2.35
Kodiak Island	480	26.27	138	7.55	8	0.44	2	0.11	21	1.15
Matanuska-Susitna	875	31.42	313	11.24	21	0.75	17	0.61	26	0.93
Nome Census Division	265	29.03	82	8.98	9	0.99	3	0.33	15	1.64
North Slope Borough	170	27.42	67	10.81	2	0.32	0	0.	8	1.29
Prince of Wales	139	25.09	36	6.50	9	1.62	0	0.	12	2.17
Sitka Borough	377	23.92	111	7.04	18	1.14	20	1.27	6	0.38
Skagway-Yakutat	163	27.58	50	8.46	4	0.68	0	0.	23	3.89
Southeast Fairbanks	190	24.20	63	8.03	21	2.68	2	0.25	2	0.25
Valdez-Cordova	411	27.22	145	9.60	6	0.40	10	0.66	3	0.20
Wade Hampton	111	21.89	39	7.69	6	1.18	14	2.76	17	3.35
Wrangell-Petersburg	306	27.39	78	6.98	6	0.54	0	0.	16	1.43
Yukon-Koyukuk	275	29.10	67	7.09	23	2.43	3	0.32	56	5.93
Total Rural	6030		1915		218		109		291	
% of All Occupations		27.36		8.69		0.99		0.49		1.32
Total State	25743		8638		569		756		372	
% of All Occupations		33.47		11.23		0.74		0.98		0.48

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.1. DISTRIBUTION OF WOMEN BY OCCUPATION
URBAN AND RURAL
(Civilian Labor Force—1980)

		Service Occupations								
	Total	%	Fire Fighting	%	Food Service	%	Health Service	%	Cleaning & Building Services	%
Urban										
Anchorage Borough	5743	15.24	17	0.05	2183	5.79	574	1.52	947	2.51
Fairbanks Borough	1961	19.64	25	0.25	885	8.86	206	2.06	433	4.34
Juneau Borough	535	10.73	0	0.	191	3.83	87	1.74	93	1.86
Ketchikan Gat.	511	22.93	0	0.	205	9.20	106	4.76	75	3.36
Total Urban	8750		42		3464		973		1548	
% of All Occupations		15.94		0.08		6.31		1.77		2.82
Rural										
Aleutian Islands	220	21.74	0	0.	59	5.83	18	1.78	64	6.32
Bethel Census Division	322	23.87	0	0.	89	6.60	83	6.15	34	2.52
Bristol Bay Borough	25	19.23	0	0.	13	10.00	3	2.31	4	3.08
Dillingham Census Div.	142	20.31	0	0.	55	7.87	37	5.29	22	3.15
Haines Borough	69	23.00	0	0.	36	12.00	4	1.33	17	5.67
Kenai Peninsula	933	22.56	0	0.	494	11.94	113	2.73	201	4.86
Kobuk Census Division	192	28.19	2	0.29	78	11.45	36	5.29	28	4.11
Kodiak Island	323	17.68	0	0.	167	9.14	41	2.24	33	1.81
Matanuska-Susitna	577	20.72	0	0.	304	10.92	68	2.44	75	2.69
Nome Census Division	218	23.88	0	0.	58	6.35	73	8.00	40	4.38
North Slope Borough	163	26.29	0	0.	45	7.26	26	4.19	50	8.06
Prince of Wales	142	25.63	2	0.36	43	7.76	16	2.89	50	9.03
Sitka Borough	384	24.37	0	0.	118	7.49	75	4.76	92	5.84
Skagway-Yakutat	114	19.29	0	0.	47	7.95	18	3.05	24	4.06
Southeast Fairbanks	231	29.43	6	0.76	91	11.59	29	3.69	40	5.10
Valdez-Cordova	337	22.32	0	0.	178	11.79	44	2.91	52	3.44
Wade Hampton	147	28.99	0	0.	81	15.98	18	3.55	14	2.76
Wrangell-Petersburg	248	22.20	0	0.	149	13.34	23	2.06	33	2.95
Yukon-Koyukuk	237	25.08	17	1.80	76	8.04	61	6.46	28	2.96
Total Rural	5024		27		2181		786		901	
% of All Occupations		22.80		0.12		9.90		3.57		4.09
Total State	13774		69		5645		1759		2449	
% of All Occupations		17.91		0.09		7.34		2.29		3.18

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.1. DISTRIBUTION OF WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

		Farming, Forestry and Fishing								
	Total	%	Animal Caretaker	%	Forestry	%	Fishing	%	Hunters Trappers	%
Urban										
Anchorage Borough	154	0	91	0.24	38	0.10	16	0.04	0	0.
Fairbanks Borough	109	1	40	0.40	13	0.13	12	0.12	0	0.
Juneau Borough	32	1	0	0.	9	0.18	19	0.38	0	0.
Ketchikan Gat.	33	1	6	0.27	90	4.04	6	0.27	0	0.
Total Urban	328		137		150		53		0	
% of All Occupations		0.60		0.25		0.27		0.10		0.
RURAL										
Aleutian Islands	11	1	0	0.	4	0.40	5	0.49	0	0.
Bethel Census Division	4	0	0	0.	7	0.52	4	0.30	0	0.
Bristol Bay Borough	10	8	0	0.	0	0.	10	7.69	0	0.
Dillingham Census Div.	33	5	0	0.	0	0.	33	4.72	0	0.
Haines Borough	2	1	0	0.	25	8.33	2	0.67	0	0.
Kenai Peninsula	76	2	4	0.10	28	0.68	63	1.52	0	0.
Kobuk Census Division	2	0	0	0.	0	0.	0	0.	0	0.
Kodiak Island	28	2	0	0.	20	1.09	22	1.20	0	0.
Matanuska-Susitna	50	2	0	0.	15	0.54	0	0.	3	0.11
Nome Census Division	1	0	0	0.	0	0.	0	0.	0	0.
North Slope Borough	2	0	0	0.	3	0.48	0	0.	0	0.
Prince of Wales	5	1	0	0.	199	35.92	5	0.90	0	0.
Sitka Borough	28	2	0	0.	54	3.43	12	0.76	0	0.
Skagway-Yakutat	7	1	0	0.	27	4.57	4	0.68	0	0.
Southeast Fairbanks	0	0	0	0.	5	0.64	0	0.	0	0.
Valdez-Cordova	38	3	0	0.	4	0.26	21	1.39	0	0.
Wade Hampton	2	0	0	0.	3	0.59	2	0.39	0	0.
Wrangell-Petersburg	18	2	0	0.	72	6.45	14	1.25	0	0.
Yukon-Koyukuk	13	1	3	0.32	15	1.59	0	0.	0	0.
Total Rural	330		7		481		197		3	
% of All Occupations		1.50		0.03		2.18		0.89		0.01
Total State	658		144		631		250		3	
% of All Occupations		0.86		0.19		0.82		0.33		0.00

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.1. DISTRIBUTION OF WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force--1980)

		Precision Products, Craft and Repair								
	Total	%	Mechanics and Repairers	%	Construction Trades	%	Extractive Occupations	%	Plant System Operators	%
Urban										
Anchorage Borough	688	1.83	148	0.39	108	0.29	14	0.04	26	0.07
Fairbanks Borough	115	1.15	16	0.16	40	0.40	9	0.09	0	0.
Juneau Borough	34	0.68	0	0.	20	0.40	0	0.	0	0.
Ketchikan Gat.	23	1.03	7	0.31	0	0.	0	0.	0	0.
Total Urban	860		171		168		23		26	
% of All Occupations		1.57		0.31		0.31		0.04		0.05
Rural										
Aleutian Islands	16	1.58	0	0.	4	0.40	0	0.	0	0.
Bethel Census Division	20	1.48	10	0.74	10	0.74	0	0.	0	0.
Bristol Bay Borough	5	3.85	0	0.	0	0.	3	2.31	0	0.
Dillingham Census Div.	4	0.57	0	0.	0	0.	0	0.	0	0.
Haines Borough	8	2.67	0	0.	0	0.	0	0.	0	0.
Kenai Peninsula	52	1.26	1	0.02	28	0.68	5	0.12	0	0.
Kobuk Census Division	4	0.59	0	0.	0	0.	0	0.	0	0.
Kodiak Island	30	1.64	2	0.11	10	0.55	2	0.11	0	0.
Matanuska-Susitna	51	1.83	4	0.14	4	0.14	11	0.39	0	0.
Nome Census Division	16	1.75	0	0.	10	1.10	0	0.	0	0.
North Slope Borough	15	2.42	3	0.48	25	4.03	0	0.	3	0.48
Prince of Wales	38	6.86	0	0.	9	1.62	0	0.	0	0.
Sitka Borough	21	1.33	0	0.	10	0.63	0	0.	0	0.
Skagway-Yakutat	17	2.88	0	0.	5	0.85	0	0.	0	0.
Southeast Fairbanks	15	1.91	0	0.	0	0.	0	0.	0	0.
Valdez-Cordova	54	3.58	24	1.59	11	0.73	0	0.	7	0.46
Wade Hampton	0	0.	0	0.	7	1.38	0	0.	0	0.
Wrangell-Petersburg	34	3.04	4	0.36	12	1.07	0	0.	0	0.
Yukon-Koyukuk	0	0.	0	0.	0	0.	0	0.	0	0.
Total Rural	400		48		145		21		10	
% of All Occupations		1.82		0.22		0.66		0.10		0.05
Total State	1260		219		313		44		36	
% of All Occupations		1.64		0.28		0.41		0.06		0.05

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.1. DISTRIBUTION OF WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

	Machine Assemblers and Inspectors	%	Transport and Material Moving	%	Handlers and Laborers				Total Workforce
					Total	%	Construction Helpers and Laborers	%	
Urban									
Anchorage Borough	568	1.51	371	0.98	397	1.05	52	0.14	37678
Fairbanks Borough	96	0.96	135	1.35	130	1.30	16	0.16	9985
Juneau Borough	65	1.30	14	0.28	60	1.20	11	0.22	4987
Ketchikan Gat.	61	2.74	57	2.56	33	1.48	0	0.	2229
Total Urban	790		577		620		79		54879
% of All Occupations		1.44		1.05		1.13		0.14	
Rural									
Aleutian Islands	104	10.28	0	0.	57	5.63	4	0.40	1012
Bethel Census Division	31	2.30	8	0.59	18	1.33	6	0.44	1349
Bristol Bay Borough	2	1.54	0	0.	0	0.	0	0.	130
Dillingham Census Div.	24	3.43	5	0.72	20	2.86	0	0	699
Haines Borough	8	2.67	0	0.	2	0.67	0	0	300
Kenai Peninsula	156	3.77	80	1.93	154	3.72	15	0.36	4136
Kobuk Census Division	6	0.88	3	0.44	1	0.15	0	0	681
Kodiak Island	181	9.91	27	1.48	145	7.94	2	0.11	1827
Matanuska-Susitna	33	1.18	61	2.19	46	1.65	4	0.14	2785
Nome Census Division	12	1.31	13	1.42	15	1.64	3	0.33	913
North Slope Borough	0	0.	0	0.	30	4.84	22	3.55	620
Prince of Wales	3	0.54	2	0.36	12	2.17	3	0.54	554
Sitka Borough	56	3.55	55	3.49	54	3.43	0	0	1576
Skagway-Yakutat	37	6.26	7	1.18	50	8.46	0	0	591
Southeast Fairbanks	0	0.	10	1.27	11	1.40	0	0	785
Valdez-Cordova	39	2.58	5	0.33	26	1.72	3	0.20	1510
Wade Hampton	6	1.18	6	1.18	22	4.34	7	1.38	507
Wrangell-Petersburg	43	3.85	9	0.81	41	3.67	0	0.	1117
Yukon-Koyukuk	4	0.42	3	0.32	27	2.86	0	1.06	945
Total Rural	745		294		731		69		22037
% of All Occupations		3.38		1.33		3.32		0.31	
Total State	1535		871		1351		148		76916
% of All Occupations		2.00		1.13		1.76		0.19	

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.2. DISTRIBUTION OF WHITE WOMEN BY OCCUPATION: URBAN AND RURAL
(Civilian Labor Force—1980)

	Executive Admin Management	%	Professional Special Occupations	%	Teachers Except Postsecond	%	Technical	%	Sales	%
Urban										
Anchorage Bor.	4357	13.34	2876	8.80	2060	6.31	879	2.69	3743	11.46
Fairbanks Nor.	1042	11.89	861	9.83	668	7.62	227	2.59	1115	12.73
Juneau Borough	713	16.25	503	11.47	263	5.99	166	3.78	366	8.34
Ketchikan Gatw	252	13.06	187	9.69	126	6.53	47	2.44	216	11.20
Total Urban	6364		4427		3117		1319		5440	
% of All Occupations		13.33		9.27		6.53		2.76		11.39
Rural										
Aleutian Islands	40	5.58	12	1.67	84	11.72	9	1.26	76	10.60
Bethel Census Division	54	12.39	80	18.35	159	36.47	6	1.38	17	3.90
Bristol Bay Borough	5	7.25	2	2.90	10	14.49	6	8.70	12	17.39
Dillingham Census Div.	19	7.01	41	15.13	109	40.22	3	1.11	7	2.58
Haines Borough	27	10.71	8	3.17	42	16.67	23	9.13	26	10.32
Kenai Peninsula	255	6.79	231	6.15	348	9.27	84	2.24	449	11.95
Kobuk Census Division	13	7.93	20	12.20	77	46.95	0	0.	3	1.83
Kodiak Island	151	10.89	91	6.56	119	8.58	20	1.44	148	10.67
Matanuska-Susitna	267	10.12	164	6.21	277	10.50	35	1.33	275	10.42
Nome Census Division	24	7.64	45	14.33	79	25.16	6	1.91	17	5.41
North Slope Borough B	20	12.90	7	4.52	51	32.90	7	4.52	0	0.
Prince of Wales	25	8.14	19	6.19	84	27.36	3	0.98	13	4.23
Sitka Borough	136	11.41	116	9.73	92	7.72	52	4.36	133	11.16
Skagway-Yakutat	21	6.07	24	6.94	51	14.74	2	0.58	57	16.47
Southeast Fairbanks	37	5.47	44	6.51	115	17.01	6	0.89	69	10.21
Valdez-Cordova	121	9.17	125	9.47	145	10.98	49	3.71	95	7.20
Wade Hampton	2	2.41	0	0.	59	71.08	0	0.	2	2.41
Wrangell-Petersburg	65	6.92	102	10.86	71	7.56	21	2.24	95	10.12
Yukon-Koyukuk	46	10.98	36	8.59	111	26.49	10	2.39	18	4.30
Total Rural	1328		1167		2083		342		1512	
% of All Occupations		8.60		7.56		13.49		2.21		9.79
Total State	7692		5594		5200		1661		6952	
% of All Occupations		12.17		8.85		8.23		2.63		11.00

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.2. DISTRIBUTION OF WHITE WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

		Administrative Support								
	Total	%	Secretary Steno Typist	%	Mail and Message Distributing	%	Computer Equipment Operator	%	Teachers Aides	%
Urban										
Anchorage Borough	12250	37.50	4161	12.74	199	0.61	344	1.05	50	0.15
Fairbanks Borough	2817	32.15	952	10.87	74	0.84	63	0.72	9	0.10
Juneau Borough	1745	39.78	712	16.23	13	0.30	74	1.69	11	0.25
Ketchikan Gat.	537	27.84	154	7.98	0	0.	5	0.26	11	0.57
Total Urban	17349		5979		286		486		81	
% of All Occupations		36.33		12.52		0.60		1.02		0.17
Rural										
Aleutian Islands	211	29.43	60	8.37	5	0.70	0	0.	4	0.56
Bethel Census Division	60	13.76	34	7.80	0	0.	0	0.	3	0.69
Bristol Bay Borough	24	34.78	9	13.04	0	0.	0	0.	3	4.35
Dillingham Census Div.	79	29.15	18	6.64	0	0.	0	0.	7	2.58
Haines Borough	59	23.41	26	10.32	0	0.	0	0.	0	0.
Kenai Peninsula	1108	29.50	361	9.61	49	1.30	18	0.48	12	0.32
Kobuk Census Division	27	16.46	2	1.22	0	0.	0	0.	0	0.
Kodiak Island	394	28.41	117	8.44	8	0.58	2	0.14	11	0.79
Matanuska-Susitna	854	32.36	309	11.71	21	0.80	17	0.64	26	0.99
Nome Census Division	117	37.26	37	11.78	7	2.23	0	0.	0	0.
North Slope Borough	40	25.81	16	10.32	0	0.	0	0.	2	1.29
Prince of Wales	55	17.92	14	4.56	0	0.	0	0.	5	1.63
Sitka Borough	253	21.22	64	5.37	6	0.50	20	1.68	6	0.50
Skagway-Yakutat	67	19.36	17	4.91	0	0.	0	0.	3	0.87
Southeast Fairbanks	174	25.74	62	9.17	14	2.07	2	0.30	2	0.30
Valdez-Cordova	371	28.11	129	9.77	6	0.45	0	0.	3	0.23
Wade Hampton	4	4.82	2	2.41	0	0.	0	0.	0	0.
Wrangell-Petersburg	268	28.54	64	6.82	4	0.43	0	0.	11	1.17
Yukon-Koyukuk	105	25.06	23	5.49	11	2.63	0	0.	10	2.39
Total Rural	4270		1364		131		59		108	
% of All Occupations		27.65		8.83		0.85		0.38		0.70
Total State	21619		7343		417		545		189	
% of All Occupations		34.21		11.62		0.66		0.86		0.30

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.2. DISTRIBUTION OF WHITE WOMEN BY OCCUPATION
URBAN AND RURAL
(Civilian Labor Force--1980)

		Service Occupations								
	Total	%	Fire Fighting	%	Food Service	%	Health Service	%	Cleaning & Building Services	%
Urban										
Anchorage Borough	4614	14.12	17	0.05	1849	5.66	465	1.42	535	1.64
Fairbanks Borough	1479	16.88	25	0.29	739	8.44	158	1.80	225	2.57
Juneau Borough	442	10.08	0	0.	172	3.92	72	1.64	53	1.21
Ketchikan Gat.	407	21.10	0	0.	179	9.28	68	3.53	48	2.49
Total Urban	6942		42		2939		763		861	
% of All Occupations		14.54		0.09		6.16		1.60		1.80
Rural										
Aleutian Islands	145	20.22	0	0.	44	6.14	3	0.42	27	3.77
Bethel Census Division	41	9.40	0	0.	12	2.75	16	3.67	0	0.
Bristol Bay Borough	7	10.14	0	0.	5	7.25	0	0.	0	0.
Dillingham Census Div.	7	2.58	0	0.	3	1.11	2	0.74	0	0.
Haines Borough	52	20.63	0	0.	21	8.33	2	0.79	17	6.75
Kenai Peninsula	812	21.62	0	0.	432	11.50	103	2.74	166	4.42
Kobuk Census Division	22	13.41	0	0.	17	10.37	0	0.	0	0.
Kodiak Island	267	19.25	0	0.	154	11.10	21	1.51	22	1.59
Matanuska-Susitna	529	20.05	0	0.	297	11.25	68	2.58	55	2.08
Nome Census Division	17	5.41	0	0.	10	3.18	0	0.	0	0.
North Slope Borough	22	14.19	0	0.	7	4.52	5	3.23	0	0.
Prince of Wales	82	26.71	0	0.	30	9.77	1	0.33	38	12.38
Sitka Borough	282	23.66	0	0.	85	7.13	54	4.53	58	4.87
Skagway-Yakutat	56	16.18	0	0.	27	7.80	0	0.	12	3.47
Southeast Fairbanks	185	27.37	2	0.30	89	13.17	19	2.81	28	4.14
Valdez-Cordova	273	20.68	0	0.	154	11.67	40	3.03	31	2.35
Wade Hampton	13	15.66	0	0.	11	13.25	0	0.	2	2.41
Wrangell-Petersburg	200	21.30	0	0.	129	13.74	16	1.70	22	2.34
Yukon-Koyukuk	72	17.18	3	0.72	24	5.73	15	3.58	10	2.39
Total Rural	3084		5		1551		365		488	
% of All Occupations		19.97		0.03		10.04		2.36		3.16
Total State	10026		47		4490		1128		1349	
% of All Occupations		15.87		0.07		7.11		1.79		2.13

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.2. DISTRIBUTION OF WHITE WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

		Farming, Forestry and Fishing								
	Total	%	Animal Caretaker	%	Forestry	%	Fishing	%	Hunters Trappers	%
Urban										
Anchorage Borough	116	0	76	0.23	38	0.12	5	0.02	0	0.
Fairbanks Borough	97	1	40	0.46	13	0.15	12	0.14	0	0.
Juneau Borough	32	1	0	0.	9	0.21	19	0.43	0	0.
Ketchikan Gat.	20	1	6	0.31	80	4.15	0	0.	0	0.
Total Urban	265		122		140		36		0	
% of All Occupations		0.55		0.26		0.29		0.08		0.
Rural										
Aleutian Islands	0	0	0	0.	0	0.	0	0.	0	0.
Bethel Census Division	4	1	0	0.	2	0.46	4	0.92	0	0.
Bristol Bay Borough	0	0	0	0.	0	0.	0	0.	0	0.
Dillingham Census Div.	0	0	0	0.	0	0.	0	0.	0	0.
Haines Borough	2	1	0	0.	25	9.92	2	0.79	0	0.
Kenai Peninsula	71	2	4	0.11	24	0.64	58	1.54	0	0.
Kobuk Census Division	0	0	0	0.	0	0.	0	0.	0	0.
Kodiak Island	25	2	0	0.	15	1.08	22	1.59	0	0.
Matanuska-Susitna	47	2	0	0.	15	0.57	0	0.	0	0.
Nome Census Division	1	0	0	0.	0	0.	0	0.	0	0.
North Slope Borough	0	0	0	0.	0	0.	0	0.	0	0.
Prince of Wales	5	2	0	0.	173	56.35	5	1.63	0	0.
Sitka Borough	19	2	0	0.	32	2.68	12	1.01	0	0.
Skagway-Yakutat	0	0	0	0.	25	7.23	0	0.	0	0.
Southeast Fairbanks	0	0	0	0.	5	0.74	0	0.	0	0.
Valdez-Cordova	28	2	0	0.	0	0.	21	1.59	0	0.
Wade Hampton	0	0	0	0.	0	0.	0	0.	0	0.
Wrangell-Petersburg	15	2	0	0.	60	6.39	11	1.17	0	0.
Yukon-Koyukuk	6	1	3	0.72	11	2.63	0	0.	0	0.
Total Rural	223		7		387		135		0	
% of All Occupations		1.44		0.05		2.51		0.87		0.
TOTAL	488		129		527		171		0	
% OF CATEGOR		0.77		0.20		0.83		0.27		0.

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.2. DISTRIBUTION OF WHITE WOMEN BY OCCUPATION: URBAN AND RURAL
(Civilian Labor Force—1980)

		Precision Products, Craft and Repair								
	Total	%	Mechanics and Repairers	%	Construction Trades	%	Extractive Occupations	%	Plant System Operators	%
Urban										
Anchorage Borough	531	1.63	134	0.41	67	0.21	14	0.04	12	0.04
Fairbanks Borough	87	0.99	16	0.18	34	0.39	9	0.10	0	0.
Juneau Borough	20	0.46	0	0.	20	0.46	0	0.	0	0.
Ketchikan Gat.	7	0.36	7	0.36	0	0.	0	0.	0	0.
Total Urban	645		157		121		23		12	
% of All Occupations		1.35		0.33		0.25		0.05		0.03
Rural										
Aleutian Islands	16	2.23	0	0.	4	0.56	0	0.	0	0.
Bethel Census Division	2	0.46	2	0.46	2	0.46	0	0.	0	0.
Bristol Bay Borough	3	4.35	0	0.	0	0.	3	4.35	0	0.
Dillingham Census Div.	0	0.	0	0.	0	0.	0	0.	0	0.
Haines Borough	8	3.17	0	0.	0	0.	0	0.	0	0.
Kenai Peninsula	50	1.33	1	0.03	26	0.69	5	0.13	0	0.
Kobuk Census Division	2	1.22	0	0.	0	0.	0	0.	0	0.
Kodiak Island	18	1.30	2	0.14	2	0.14	2	0.14	0	0.
Matanuska-Susitna	51	1.93	4	0.15	4	0.15	11	0.42	0	0.
Nome Census Division	0	0.	0	0.	0	0.	0	0.	0	0.
North Slope Borough	5	3.23	3	1.94	1	0.65	0	0.	0	0.
Prince of Wales	21	6.84	0	0.	0	0.	0	0.	0	0.
Sitka Borough	0	0.	0	0.	0	0.	0	0.	0	0.
Skagway-Yakutat	15	4.34	0	0.	5	1.45	0	0.	0	0.
Southeast Fairbanks	15	2.22	0	0.	0	0.	0	0.	0	0.
Valdez-Cordova	54	4.09	24	1.82	8	0.61	0	0.	7	0.53
Wade Hampton	0	0.	0	0.	0	0.	0	0.	0	0.
Wrangell-Petersburg	32	3.41	4	0.43	12	1.28	0	0.	0	0.
Yukon-Koyukuk	0	0.	0	0.	0	0.	0	0.	0	0.
Total Rural	292		40		64		21		7	
% of All Occupations		1.89		0.26		0.41		0.14		0.05
Total State	937		197		185		44		19	
% of All Occupations		1.48		0.31		0.29		0.07		0.03

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.2. DISTRIBUTION OF WHITE WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

	Machine Assemblers and Inspectors	%	Transport and Material Moving	%	Handlers and Laborers				Total Workforce
					Total	%	Construction Helpers and Laborers	%	
Urban									
Anchorage Borough	463	1.42	331	1.01	300	0.92	42	0.13	32671
Fairbanks Borough	59	0.67	107	1.22	123	1.40	16	0.18	8761
Juneau Borough	65	1.48	6	0.14	47	1.07	11	0.25	4387
Ketchikan Gat.	59	3.06	49	2.54	22	1.14	0	0.	1929
Total Urban	646		493		492		69		47748
% of All Occupations		1.35		1.03		1.03		0.14	
Rural									
Aleutian Islands	77	10.74	0	0.	42	5.86	4	0.56	717
Bethel Census Division	4	0.92	3	0.69	6	1.38	2	0.46	436
Bristol Bay Borough	0	0.	0	0.	0	0.	0	0.	69
Dillingham Census Div.	0	0.	0	0.	6	2.21	0	0.	271
Haines Borough	0	0.	0	0.	2	0.79	0	0.	252
Kenai Peninsula	134	3.57	60	1.60	120	3.19	13	0.35	3756
Kobuk Census Division	0	0.	0	0.	0	0.	0	0.	164
Kodiak Island	70	5.05	23	1.66	61	4.40	0	0.	1387
Matanuska-Susitna	11	0.42	58	2.20	46	1.74	4	0.15	2639
Nome Census Division	0	0.	4	1.27	4	1.27	0	0.	314
North Slope Borough	0	0.	0	0.	3	1.94	1	0.65	155
Prince of Wales	0	0.	0	0.	0	0.	0	0.	307
Sitka Borough	33	2.77	32	2.68	44	3.69	0	0.	1192
Skagway-Yakutat	18	5.20	7	2.02	28	8.09	0	0.	346
Southeast Fairbanks	0	0.	8	1.18	8	1.18	0	0.	676
Valdez-Cordova	34	2.58	5	0.38	20	1.52	0	0.	1320
Wade Hampton	3	3.61	0	0.	0	0.	0	0.	83
Wrangell-Petersburg	28	2.98	9	0.96	33	3.51	0	0.	939
Yukon-Koyukuk	3	0.72	3	0.72	7	1.67	0	0.	419
Total Rural	415		212		430		24		15442
% of All Occupations		2.69		1.37		2.78		0.16	
Total State	1061		705		922		93		63190
% of All Occupations		1.68		1.12		1.46		0.15	

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.3. DISTRIBUTION OF NATIVE WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

	Executive Admin Management	%	Professional Special Occupations	%	Teachers Except Postsecond	%	Technical	%	Sales	%
Urban										
Anchorage Bor.	158	9.06	85	4.87	98	5.62	46	2.64	57	3.27
Fairbanks Nor.	30	6.83	20	4.56	29	6.61	0	0.	36	8.20
Juneau Borough	72	15.55	18	3.89	12	2.59	6	1.30	16	3.46
Ketchikan Gatw	17	7.33	0	0.	17	7.33	18	7.76	10	4.31
Total Urban	277		123		156		70		119	
% of All Occupations		9.62		4.27		5.42		2.43		4.13
Rural										
Aleutian Islands	17	10.06	7	4.14	9	5.33	0	0.	11	6.51
Bethel Census Division	54	6.05	37	4.15	120	13.45	14	1.57	53	5.94
Bristol Bay Borough	8	13.56	2	3.39	0	0.	0	0.	0	0.
Dillingham Census Div.	37	8.77	6	1.42	49	11.61	2	0.47	21	4.98
Haines Borough	3	8.57	0	0.	0	0.	0	0.	5	14.29
Kenai Peninsula	11	3.90	7	2.48	12	4.26	8	2.84	1	0.35
Kobuk Census Division	53	10.29	23	4.47	64	12.43	15	2.91	35	6.80
Kodiak Island	13	6.57	6	3.03	9	4.55	0	0.	26	13.13
Matanuska-Susitna	7	5.79	0	0.	13	10.74	12	9.92	9	7.44
Nome Census Division	23	3.87	11	1.85	98	16.47	8	1.34	56	9.41
North Slope Borough	20	4.40	10	2.20	52	11.43	16	3.52	49	10.77
Prince of Wales	13	5.56	9	3.85	12	5.13	11	4.70	21	8.97
Sitka Borough	6	1.80	9	2.70	23	6.91	19	5.71	0	0.
Skagway-Yakutat	9	3.85	6	2.56	7	2.99	0	0.	14	5.98
Southeast Fairbanks	8	9.52	0	0.	13	15.48	0	0.	8	9.52
Valdez-Cordova	6	3.82	12	7.64	15	9.55	0	0.	12	7.64
Wade Hampton	13	3.09	6	1.43	68	16.15	0	0.	52	12.35
Wrangell-Petersburg	6	3.59	3	1.80	14	8.38	13	7.78	19	11.38
Yukon-Koyukuk	42	8.08	15	2.88	72	13.85	5	0.96	21	4.04
Total Rural	349		169		650		123		413	
% of All Occupations		5.92		2.87		11.03		2.09		7.01
Total State	626		292		806		193		532	
% of All Occupations		7.14		3.33		9.19		2.20		6.07

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.3. DISTRIBUTION OF NATIVE WOMEN BY OCCUPATION: URBAN AND RURAL
(Civilian Labor Force—1980)

		Administrative Support								
	Total	%	Secretary Steno Typist	%	Mail and Message Distributing	%	Computer Equipment Operator	%	Teachers Aides	%
Urban										
Anchorage Borough	719	41.23	242	13.88	13	0.75	53	3.04	0	0.
Fairbanks Borough	155	35.31	44	10.02	9	2.05	4	0.91	0	0.
Juneau Borough	245	52.92	81	17.49	6	1.30	10	2.16	0	0.
Ketchikan Gat.	65	28.02	33	14.22	0	0.	0	0.	0	0.
Total Urban	1184		400		28		67		0	
% of All Occupations		41.14		13.90		0.97		2.33		0.
Rural										
Aleutian Islands	60	35.50	32	18.93	0	0.	2	1.18	2	1.18
Bethel Census Division	262	29.37	75	8.41	10	1.12	14	1.57	27	3.03
Bristol Bay Borough	19	32.20	4	6.78	2	3.39	0	0.	0	0.
Dillingham Census Div.	76	18.01	25	5.92	6	1.42	2	0.47	9	2.13
Haines Borough	10	28.57	0	0.	0	0.	0	0.	3	8.57
Kenai Peninsula	88	31.21	35	12.41	2	0.71	0	0.	0	0.
Kobuk Census Division	129	25.05	42	8.16	7	1.36	2	0.39	16	3.11
Kodiak Island	61	30.81	19	9.60	0	0.	0	0.	7	3.54
Matanuska-Susitna	11	9.09	2	1.65	0	0.	0	0.	0	0.
Nome Census Division	148	24.87	45	7.56	2	0.34	3	0.50	15	2.52
North Slope Borough	126	27.69	47	10.33	2	0.44	0	0.	6	1.32
Prince of Wales	77	32.91	18	7.69	9	3.85	0	0.	7	2.99
Sitka Borough	117	35.14	47	14.11	12	3.60	0	0.	0	0.
Skagway-Yakutat	87	37.18	31	13.25	4	1.71	0	0.	20	8.55
Southeast Fairbanks	14	16.67	1	1.19	7	8.33	0	0.	0	0.
Valdez-Cordova	38	24.20	16	10.19	0	0.	10	6.37	0	0
Wade Hampton	107	25.42	37	8.79	6	1.43	14	3.33	17	4.04
Wrangell-Petersburg	38	22.75	14	8.38	2	1.20	0	0.	5	2.99
Yukon-Koyukuk	168	32.31	44	8.46	12	2.31	3	0.58	46	8.85
Total Rural	1636		534		83		50		180	
% of All Occupations		27.76		9.06		1.41		0.85		3.05
Total State	2820		934		111		117		180	
% of All Occupations		32.15		10.65		1.27		1.33		2.05

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.3. DISTRIBUTION OF NATIVE WOMEN BY OCCUPATION
URBAN AND RURAL
(Civilian Labor Force—1980)

	Service Occupations									
	Total	%	Fire Fighting	%	Food Service	%	Health Service	%	Cleaning & Building Services	%
Urban										
Anchorage Borough	372	21.33	0	0.	98	5.62	39	2.24	131	7.51
Fairbanks Borough	114	25.97	0	0.	39	8.88	12	2.73	37	8.43
Juneau Borough	59	12.74	0	0.	19	4.10	8	1.73	13	2.81
Ketchikan Gat.	62	26.72	0	0.	15	6.47	18	7.76	16	6.90
Total Urban	607		0		171		77		197	
% of All Occupations		21.09		0.		5.94		2.68		6.85
Rural										
Aleutian Islands	49	28.99	0	0.	7	4.14	15	8.88	19	11.24
Bethel Census Division	278	31.17	0	0.	77	8.63	67	7.51	34	3.81
Bristol Bay Borough	18	30.51	0	0.	8	13.56	3	5.08	4	6.78
Dillingham Census Div.	135	31.99	0	0.	52	12.32	35	8.29	22	5.21
Haines Borough	14	40.00	0	0.	12	34.29	2	5.71	0	0.
Kenai Peninsula	77	27.30	0	0.	40	14.18	4	1.42	26	9.22
Kobuk Census Division	168	32.62	2	0.39	61	11.84	34	6.60	28	5.44
Kodiak Island	38	19.19	0	0.	10	5.05	12	6.06	9	4.55
Matanuska-Susitna	46	38.02	0	0.	7	5.79	0	0.	20	16.53
Nome Census Division	199	33.45	0	0.	46	7.73	73	12.27	40	6.72
North Slope Borough	140	30.77	0	0.	37	8.13	21	4.62	50	10.99
Prince of Wales	57	24.36	2	0.85	13	5.56	15	6.41	12	5.13
Sitka Borough	73	21.92	0	0.	27	8.11	21	6.31	11	3.30
Skagway-Yakutat	58	24.79	0	0.	20	8.55	18	7.69	12	5.13
Southeast Fairbanks	31	36.90	4	4.76	0	0.	7	8.33	4	4.76
Valdez-Cordova	50	31.85	0	0.	24	15.29	0	0.	11	7.01
Wade Hampton	134	31.83	0	0.	70	16.63	18	4.28	12	2.85
Wrangell-Petersburg	48	28.74	0	0.	20	11.98	7	4.19	11	6.59
Yukon-Koyukuk	161	30.96	14	2.69	49	9.42	46	8.85	17	3.27
Total Rural	1774		22		580		398		342	
% of All Occupations		30.10		0.37		9.84		6.75		5.80
Total State	2381		22		751		475		539	
% of All Occupations		27.15		0.25		8.56		5.42		6.15

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.3. DISTRIBUTION OF NATIVE WOMEN BY OCCUPATION:
URBAN AND RURAL
(Civilian Labor Force—1980)

		Farming, Forestry and Fishing							
	Total	%	Animal Caretaker	%	Forestry	%	Fishing	%	Hunters Trappers	%
Urban										
Anchorage Borough	11	1	0	0.	0	0.	11	0.63	0	0.
Fairbanks Borough	0	0	0	0.	0	0.	0	0.	0	0.
Juneau Borough	0	0	0	0.	0	0.	0	0.	0	0.
Ketchikan Gat.	13	6	0	0.	10	4.31	6	2.59	0	0.
Total Urban	24		0		10		17		0	
% of All Occupations		0.83		0.		0.35		0.59		0.
Rural										
Aleutian Islands	7	4	0	0.	0	0.	5	2.96	0	0.
Bethel Census Division	0	0	0	0.	5	0.56	0	0.	0	0.
Bristol Bay Borough	10	17	0	0.	0	0.	10	16.95	0	0.
Dillingham Census Div.	33	8	0	0.	0	0.	33	7.82	0	0.
Haines Borough	0	0	0	0.	0	0.	0	0.	0	0.
Kenai Peninsula	4	1	0	0.	4	1.42	4	1.42	0	0.
Kobuk Census Division	2	0	0	0.	0	0.	0	0.	0	0.
Kodiak Island	0	0	0	0.	5	2.53	0	0.	0	0.
Matanuska-Susitna	3	2	0	0.	0	0.	0	0.	3	2.48
Nome Census Division	0	0	0	0.	0	0.	0	0.	0	0.
North Slope Borough	2	0	0	0.	3	0.66	0	0.	0	0.
Prince of Wales	0	0	0	0.	26	11.11	0	0.	0	0.
Sitka Borough	9	3	0	0.	22	6.61	0	0.	0	0.
Skagway-Yakutat	7	3	0	0.	2	0.85	4	1.71	0	0.
Southeast Fairbanks	0	0	0	0.	0	0.	0	0.	0	0.
Valdez-Cordova	10	6	0	0.	4	2.55	0	0.	0	0.
Wade Hampton	2	0	0	0.	3	0.71	2	0.48	0	0.
Wrangell-Petersburg	3	2	0	0.	9	5.39	3	1.80	0	0.
Yukon-Koyukuk	7	1	0	0.	4	0.77	0	0.	0	0.
Total Rural	99		0		87		61		3	
% of All Occupations		1.68		0.		1.48		1.04		0.05
Total State	123		0		97		78		3	
% of All Occupations		1.40		0.		1.11		0.89		0.03

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.3. DISTRIBUTION OF NATIVE WOMEN BY OCCUPATION: URBAN AND RURAL
(Civilian Labor Force--1980)

		Precision Products, Craft and Repair								
	Total	%	Mechanics and Repairers	%	Construction Trades	%	Extractive Occupations	%	Plant System Operators	%
Urban										
Anchorage Borough	73	4.19	14	0.80	17	0.97	0	0.	14	0.80
Fairbanks Borough	6	1.37	0	0.	6	1.37	0	0.	0	0.
Juneau Borough	14	3.02	0	0.	0	0.	0	0.	0	0.
Ketchikan Gat.	16	6.90	0	0.	0	0.	0	0.	0	0.
Total Urban	109		14		23		0		14	
% of All Occupations		3.79		0.49		0.80		0.		0.49
Rural										
Aleutian Islands	0	0.	0	0.	0	0.	0	0.	0	0.
Bethel Census Division	18	2.02	8	0.90	8	0.90	0	0.	0	0.
Bristol Bay Borough	0	0.	0	0.	0	0.	0	0.	0	0.
Dillingham Census Div.	4	0.95	0	0.	0	0.	0	0.	0	0.
Haines Borough	0	0.	0	0.	0	0.	0	0.	0	0.
Kenai Peninsula	2	0.71	0	0.	2	0.71	0	0.	0	0.
Kobuk Census Division	2	0.39	0	0.	0	0.	0	0.	0	0.
Kodiak Island	0	0.	0	0.	2	1.01	0	0.	0	0.
Matanuska-Susitna	0	0.	0	0.	0	0.	0	0.	0	0.
Nome Census Division	16	2.69	0	0.	10	1.68	0	0.	0	0.
North Slope Borough	10	2.20	0	0.	24	5.27	0	0.	3	0.66
Prince of Wales	17	7.26	0	0.	9	3.85	0	0.	0	0.
Sitka Borough	21	6.31	0	0.	10	3.00	0	0.	0	0.
Skagway-Yakutat	0	0.	0	0.	0	0.	0	0.	0	0.
Southeast Fairbanks	0	0.	0	0.	0	0.	0	0.	0	0.
Valdez-Cordova	0	0.	0	0.	3	1.91	0	0.	0	0.
Wade Hampton	0	0.	0	0.	7	1.66	0	0.	0	0.
Wrangell-Petersburg	0	0.	0	0.	0	0.	0	0.	0	0.
Yukon-Koyukuk	0	0.	0	0.	0	0.	0	0.	0	0.
Total Rural	90		8		75		0		3	
% of All Occupations		1.53		0.14		1.27		0.		0.05
Total State	199		22		98		0		17	
% of All Occupations		2.27		0.25		1.12		0.		0.19

SOURCE: U.S. Census adapted by C. K. Thomas.

TABLE A.3. DISTRIBUTION OF NATIVE WOMEN BY OCCUPATION: URBAN AND RURAL
(Civilian Labor Force—1980)

	Machine Assemblers and Inspectors	%	Transport and Material Moving	%	Handlers and Laborers: Total	%	Handlers and Laborers: Construction Helpers and Laborers	%	Total Workforce
Urban									
Anchorage Borough	33	1.89	21	1.20	24	1.38	6	0.34	1744
Fairbanks Borough	14	3.19	28	6.38	7	1.59	0	0.	439
Juneau Borough	0	0.	8	1.73	13	2.81	0	0.	463
Ketchikan Gat.	2	0.86	8	3.45	4	1.72	0	0.	232
Total Urban	49		65		48		6		2878
% of All Occupations		1.70		2.26		1.67		0.21	
Rural									
Aleutian Islands	4	2.37	0	0.	5	2.96	0	0.	169
Bethel Census Division	27	3.03	5	0.56	12	1.35	4	0.45	892
Bristol Bay Borough	2	3.39	0	0.	0	0.	0	0.	59
Dillingham Census Div.	24	5.69	5	1.18	14	3.32	0	0.	422
Haines Borough	0	0.	0	0.	0	0.	0	0.	35
Kenai Peninsula	18	6.38	20	7.09	34	12.06	2	0.71	282
Kobuk Census Division	6	1.17	3	0.58	1	0.19	0	0.	515
Kodiak Island	14	7.07	4	2.02	26	13.13	2	1.01	198
Matanuska-Susitna	17	14.05	3	2.48	0	0.	0	0.	121
Nome Census Division	12	2.02	9	1.51	11	1.85	3	0.50	595
North Slope Borough	0	0.	0	0.	27	5.93	21	4.62	455
Prince of Wales	3	1.28	2	0.85	12	5.13	3	1.28	234
Sitka Borough	23	6.91	23	6.91	10	3.00	0	0.	333
Skagway-Yakutat	19	8.12	0	0.	22	9.40	0	0.	234
Southeast Fairbanks	0	0.	2	2.38	0	0.	0	0.	84
Valdez-Cordova	0	0.	0	0.	3	1.91	3	1.91	157
Wade Hampton	3	0.71	6	1.43	19	4.51	7	1.66	421
Wrangell-Petersburg	15	8.98	0	0.	8	4.79	0	0.	167
Yukon-Koyukuk	1	0.19	0	0.	20	3.85	0	0.	520
Total Rural	188		82		224		45		5893
% of All Occupations		3.19		1.39		3.80		0.76	
Total State	237		147		272		51		8771
% of All Occupations		2.70		1.68		3.10		0.58	

SOURCE: U.S. Census adapted by C. K. Thomas.

APPENDIX F

SURVEY QUESTIONNAIRE

No. _____ Date _____

Checked by _____ Location _____

ECONOMIC STATUS OF ALASKA NATIVE WOMEN

I am conducting a survey for the Alaska Commission on the Status of Women. The goal of the study is to understand the economic situation of Native women with a particular emphasis on discovering the difficulties and barriers faced by the women in their employment opportunities. The results of the study will be used to make recommendations for obtaining better working conditions and employment opportunities.

1. Where do you live?

2. Where were you raised?

3. What is your age group?

   16-20 ___ 26-30 ___ 36-40 ___ 46-50 ___ Over 55 ___

   21-25 ___ 31-35 ___ 41-45 ___ 51-55 ___

4. What is your ethnic heritage?

   Inupiat ___ Athabascan ___ Aleut ___

   Yupik ___ Tlingit ___ Other _____

5. What is your first language?

   Inupiaq ___ Athabascan ___ Aleut ___ English ___

   Yupik ___ Tlingit ___ Other _____

6. In what language do you communicate most easily?

   Native ___ English ___ Both ___

7. Are you

   Single, no children ___ Married, no children ___ Separated, no children ___

   Single, children ___ Married, children ___ Separated, children ___

   Divorced, no children ___ Widowed, no children ___

   Divorced, children ___ Widowed, children ___

8. Number of children present (age)?

   1-5 years ___ 6-17 years ___ 18+ ___

9. What is your family status?

   Single parent ___ Parent in two-parent household ___

   Other family member, dependent ___

   Other family member, nondependent ___

   Individual living with nonrelatives ___

   Other _____

10. Did you graduate from high school or obtain a GED?

Yes ___ No ___ What was last year completed ___

11. Type of school?

Village school ___ Boarding school ___

Urban school ___ Boarding home program ___

12. Have you attended college

1 year ___ 3 years ___ 4+ years ___ NO ___

2 years ___ 4 years ___

13. Where have you received job training in the past 2 years?

High school ___ College ___

Vocational or technical school ___ Boards, commissions, etc. ___

Health or teacher aide program ___ Other OJT _____ (job)

Other _____

14. What are the sources of household income?

Wage employment ___ Commercial fishing ___

Self employment ___ Babysitting ___

Federal/state assistance ___ Unemployment comp. ___

Craft production ___ Food stamps ___

Other _____

15. Who is the primary income producer in the household?

Self ___ Son ___ Father ___ Brother/Sister ___

Husband ___ Daughter ___ Mother ___ 3 or more hh members ___

16. What was your household earned income in 1982?

$ 0 - 2,500 ___ $ 7,501 - 10,000 ___ $ 15,001 - 20,000 ___

2,501 - 5,000 ___ 10,001 - 12,500 ___ 20,001 - 30,000 ___

5,001 - 7,500 ___ 12,501 - 15,000 ___ Over 30,000 ___

Don't know _____

17. Have you ever worked for:

Federal gov't. ___ Local gov't. ___ Other Private Bus. ___

State gov't. ___ Native org. ___ Other ___

18. Have you ever worked as...

Position	How long?	Salary?	Where?
Administrative Ass't	_____	___per____	_____
Baker	_____	___per____	_____
Bookkeeper	_____	___per____	_____
Cannery Worker	_____	___per____	_____
Cashier	_____	___per____	_____
Clerk, Office	_____	___per____	_____
Clerk, Post Office	_____	___per____	_____
Clerk, Store	_____	___per____	_____
Cold Storage Worker	_____	___per____	_____
Computer Operator	_____	___per____	_____
Cook	_____	___per____	_____
Custodian	_____	___per____	_____
Grants Writer	_____	___per____	_____
Health Aide	_____	___per____	_____
Laborer	_____	___per____	_____
Laundry Operator	_____	___per____	_____
Librarian	_____	___per____	_____
Maid	_____	___per____	_____
Manager, Business Ad.	_____	___per____	_____
Manager, Hotel	_____	___per____	_____
Manager, Restaurant	_____	___per____	_____
Manager, Store	_____	___per____	_____
Health Aide	_____	___per____	_____
Paralegal	_____	___per____	_____
Processing Plant Worker	_____	___per____	_____
Secretary-Receptionist	_____	___per____	_____
Stenographer	_____	___per____	_____
Teacher Aid	_____	___per____	_____
Travel Agent	_____	___per____	_____
Typist	_____	___per____	_____
Waitress	_____	___per____	_____
Word Processor	_____	___per____	_____
Other	_____	___per____	_____
	_____	___per____	_____

19. What employment problems are faced by Native women in your community?

20. What could be done to better the situation?

21. What difficulties have you experienced when employed?
(If there is reluctance to discuss personal experience, rephrase question substituting "your sister, mother", etc. Explore each problem identified and note comments to be filled out more completly after interview.)

22. What did you do about (problem) _____?

23. What are the major reasons why you work?

24. What helps you to work successfully?

25. What do you like about your job?

26. Since you started working, have there been major changes in your home life?

Yes ___ No ___ Not working ___

If yes, what kind of changes?

27. Is day care available at your place of work? Yes ___ No ___ Don't know ___

in your community? Yes ___ No ___ Don't know ___

28. When you go to work, who usually cares for the children?

day care center ___ stagger work schedule w/husband ___

care by relatives ___ leave children by themselves ___

other _____

_____

_____

29. Are you willing to commute to another community for work?

Daily ___ Weekly ___

Bimonthly ___ Monthly ___

No ____

30. From whom do you hear about available jobs?

family member ___ community member ___ non-profit ___

friend ___ employment service ___ radio/tv ___

teacher ___ corporation ___ newspaper ___

other _____

31. When you look for a job, what do you do?

32. Have you ever been a member of a Union? Yes ___ No ___ Don't know ___

33. Are you willing to join a union? Yes ___ No ___ Don't know ___

34. Do you want to go to school or a training course? Yes ___ No ___

35. Are you working now?

Yes ___ Title or position _____

No ___ Go to question 36.

Is your position Full time ___ Part time ___

Is it Annual ___ Seasonal: 1-3 mo. ___ 4-6 mo. ___ 7-9 mo. ___

Salary _____ per _____

Present employer _____

36. If not working, would you like a job? Yes ___ No ___

Why yes or no?

Type of work desired?

Are you presently looking for work? Yes ___ No ___

If no, why not?

If yes, would you prefer Full time ___ Part time ___

Would you prefer Annual ___ Seasonal:

1-3 mo. ___

4-6 mo. ___

7-9 mo. ___

Would you expect to experience any difficulties going to work? Yes ___ No ___

Identify expectations (positive and negative)

STATE OF ALASKA
Bill Sheffield, Governor

EXECUTIVE DIRECTOR
Katherine T. Hurley

MEMBERS OF THE COMMISSION:
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Barbara Dale, Vice-Chair, Juneau
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Carla Timpone, Juneau
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